



Job title	Clinical Associate Professor in Gastroenterology or Nutrition	Job family and level	Clinical Academic, Clinical Associate Professor
School/ Department	School of Medicine/ Academic Unit of Translational Medical Sciences	Location	Nottingham University Hospitals, Queens Medical Centre (NDDC)

Purpose of this role

The University of Nottingham invites applications for a Clinical Associate Professor in Gastroenterology or Nutrition. This is an exciting opportunity for a clinical academic with focus in an area within or related to Hepatology to join one of the largest group of academic gastroenterologist and hepatologists in the UK. Our aim is to strengthen the ‘early translational research’ programme within Nottingham Digestive Diseases Centre (NDDC), Academic Unit of Translational Medical Sciences, School of Medicine. NDDC hosts the Gastrointestinal and Liver Disorder Theme of National Institute for Health Research (NIHR) Nottingham Biomedical Research Centre (BRC).

This full time post is available from the time of appointment. Applications are welcome from those who wish to work part time, to a minimum of 60%. The job plan will encompass 5 University and 5 NHS programmed activities, provided at the Nottingham University Hospitals NHS Trust.

The position is expected to have a primary research commitment in conjunction with teaching and clinical service responsibilities. In particular, you will bring existing research strengths to devise, and undertake, your own research programme focused on experimental medicine, developing new tests and treatments within your specialist field of interest.

In terms of research, you will be expected to:

- develop a research portfolio, gain external research funding.
- publish in prestigious journals, disseminate research findings and impact on clinical practice.
- supervise BMedSci, DM and PhD students.

In addition, you will contribute to the development and delivery of undergraduate and postgraduate teaching within the School of Medicine, UoN.

In your clinical role, you will deliver excellent care to patients through the Gastroenterology/ Hepatology/ Nutrition and Endoscopy Services at the Nottingham University Hospitals (NUH) NHS Trust. The proportion of the time committed to the clinical services will be proportionate to the design of the clinical academic position and specified in the job plan in discussion with the School of Medicine, UoN and NUH.

You will be expected to fulfil the following clinical service duties within the agreed Job Plan including:

- provision of reciprocal cover for periods of leave
- continuing responsibility for the care of patients in your charge and the proper functioning of the clinical department

- maintain CPD, annual appraisal and revalidation.

These duties are subject to regular review in the light of the changing requirements of the academic and clinical service. If alterations to the described duties are required these will be mutually agreed between you, your academic and NHS Consultant colleagues, the University and the NHS Trust.

Gastrointestinal and liver research in nottingham

Newly formed Translational Medical Sciences, Academic Unit includes research groups from NDDC, Respiratory Medicine, Renal Medicine, Centre for Cancer Sciences, Children's Brain Tumour Research Centre and Stem Cell Biology Group. The NDDC, with the GI and Liver Disorder Theme of NIHR Nottingham BRC it hosts, brings together 50 researchers from diverse backgrounds comprising medical and surgical gastroenterologists/hepatologists and non-clinical scientists. GI & Liver Disorder theme is the largest of the six themes (including the cross-cutting theme) within the NIHR Nottingham BRC awarded in partnership between University of Nottingham and Nottingham University Hospitals NHS Trust. The NIHR Nottingham BRC builds on the NIHR Nottingham Digestive Diseases Biomedical Research Unit (NDD BRU) established in 2008 and the only NIHR-funded BRU focused on GI, liver and pancreas-related areas to have sustained its funding through three successive NIHR funding cycles.

Senior academic faculty includes 7 Professors and 8 Associate Professors with research expertise ranging from GI, metabolic and nutritional physiology, molecular biology and immunology, genomics, GI epidemiology and clinical trials. They work closely with the NHS Hepatologists, Gastroenterologists and GI & hepato-pancreatico-biliary surgeons many of whom also have extensive and active research programmes. GI & Liver disorder theme has strong collaboration with the BBSRC/EPSRC Synthetic Biology Research Centre, Bio-discovery Institute, Sir Peter Mansfield Imaging Centre, MRC-Versus Arthritis Centre for Musculoskeletal Ageing Research, School of Life Sciences, School of Biosciences, Faculty of Engineering and School of Pharmacy. Nationally leading GI Epidemiology group interact closely and are involved in the GI and Liver Disorder Theme of Nottingham BRC. Further information regarding GI and Liver Disorder Theme is available at <https://nottinghambrc.nihr.ac.uk/research/gastrointestinal-liver>

NDDC is based mainly on the QMC campus with dedicated laboratories and also has access to state-of-the-art laboratories in the University of Nottingham. NIHR Nottingham BRC GI & Liver Theme functions through a dedicated clinical research facility with a 4-bedded area suitable for intensive monitoring and interventions, dedicated research endoscopy facility, patient assessment rooms and tissue processing and storage facility.

Nottingham University Hospitals NHS Trust

Research is a top priority for the Trust with an aim to establishing outstanding research infrastructure. Research & Innovation (R&I) at NUH is one of the focal points for clinical research in Nottingham and the East Midlands. The Trust is currently the East Midlands top recruiting organization with over 11,000 participants in studies, and recruits over 28% of the total number of participants of research studies within our Clinical Research Network in the East Midlands. The R&I also support the NIHR Nottingham Clinical Research Facility located across three hospital sites.

MAIN RESPONSIBILITIES

	Primary accountabilities and responsibilities expected to fulfil the role	% time per year
1	Research: Formulate ideas & undertake high-quality clinical /laboratory research in conjunction with established research in the Department.	40%

	<ul style="list-style-type: none"> To conduct peer reviewed clinical and basic research in Gastroenterology or Hepatology of sufficiently high quality to be returned in the University's evaluation of research quality. To obtain independent external funding to conduct such research To secure funding for, and provide supervision of, postgraduate research students studying for MD/PhD degrees. Contribute to some of the management systems of the School of Medicine e.g. Divisional and School committees, as requested by the Head of School or Head of Division, engage in research leadership and perform appraisals of School staff. To produce research output which will be considered to be of international excellence in research Excellence Frameworks (REF). 	
2	<p>Teaching and School Management:</p> <ul style="list-style-type: none"> To supervise postgraduate students undertaking higher degrees (e.g. MSc, MRes or similar). To develop curricula, teach, set exams, examine and otherwise participate in Clinical Phase 2 of the medical undergraduate curriculum. To participate in other phases of the curriculum from time to time. To participate in teaching on postgraduate taught courses. To make a contribution to School of Medicine management systems in undergraduate & postgraduate teaching which is in line with balance of other responsibilities. <p>When required, supervise, examine and act as the personal tutor to undergraduate, postgraduate taught and research students within area of expertise.</p>	10%
3	<p>Clinical</p> <ul style="list-style-type: none"> To participate as a clinical academic consultant in delivering excellent care to patients through the Gastroenterology/ Hepatology/ Nutrition/ Endoscopy Services at the Nottingham University Hospitals (NUH) NHS Trust as determined by the agreed job plan. To contribute to teaching & training of junior medical staff. To actively participate in Clinical Governance & audit activities, clinical service development & in promoting multidisciplinary teamwork in clinical practice. To actively participate in continuing medical education (CME), appraisal and the requirements for revalidation as required by the clinical academic contract. 	50%

Person specification

	Essential	Desirable
Skills	<ul style="list-style-type: none"> Ability to teach research and clinical skills Ability to offer expert clinical opinion on a range of Gastroenterology/Hepatology/Nutrition/Endoscopy related problems Ability and experience to do out-of-hours endoscopy for acute GI bleeding 	<ul style="list-style-type: none"> Higher education teaching qualification or equivalent.

	<ul style="list-style-type: none"> • Demonstrable substantial contribution to high quality publications, considered to be of international excellence and within Research Excellence Frameworks (REF) • Proven ability to provide effective leadership and management of groups and teaching activities. • Proven ability with demonstrated success in obtaining sources of funding, providing effective leadership, planning, and building, resourcing a team and delivering research results. • Evidence of ability to work in a team • Good interpersonal skills • Excellent oral and written communication skills, including the ability to communicate with clarity on complex and conceptual ideas to those with limited knowledge and understanding as well as to peers, using high level skills and a range of media. • Enquiring, critical approach to work • Caring attitude to volunteers and patients • Ability to communicate effectively with volunteers, patients, relatives, GPs, nurses, colleagues, and other agencies • Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit 	
Knowledge and experience	<ul style="list-style-type: none"> • Experience of supervising junior doctors in training • Evidence of experience of teaching undergraduate medical students • Track record of published research, development and delivery of teaching units, successful consultancy activities and/or delivery of specialist services to external customers/clients. • Experience of gaining ethical and R&D approval for studies • Experience of audit 	<ul style="list-style-type: none"> • Experience of teaching/ supervising postgraduate students • Experience of managing a research portfolio • Ability and experience to contribute to the University of Nottingham goals, for example through serving on committees
Qualifications, certification and training (relevant to role)	<ul style="list-style-type: none"> • PhD or MD, or equivalent • Evidence of entry on GMC Specialist Register or eligible for entry on the Register or within six months of receipt of Certificate of Completion of Training (CCT) at time of interview. <ul style="list-style-type: none"> ▪ MRCP (UK) or equivalent 	<ul style="list-style-type: none"> • Accredited specialist training in Hepatology
Statutory, Legal or Special Requirements	<ul style="list-style-type: none"> • Satisfactory enhanced disclosure from the Disclosure and Barring Service • Full GMC registration with a licence to practice at the time of appointment. 	

	<ul style="list-style-type: none"> Ability and willingness to work within the Trust and NHS performance framework and targets 	
Other	<p>Willingness to adopt the vision and values of the School of Medicine: https://www.nottingham.ac.uk/medicine/about/mission-vision-and-values.aspx</p>	

Clinical Job Description

Clinical Activity

Nottingham University Hospitals NHS Trust provides emergency, scheduled and ambulatory care to patients. Most of the Trust's emergency GI and liver care pathway is provided on the QMC campus with specialist registrar on-call during the day and out-of-hours under the supervision of a dedicated consultant-led team. In-patient care is also provided on the QMC campus as dedicated consultant-led sub-specialty care. Scheduled, and ambulatory care pathways are provided at QMC and City Hospital campuses.

We are a multidisciplinary team with a range of dedicated specialists. You will have an annualised job plan working closely with other colleagues in delivering the service across both QMC and NCH campuses. In addition to your own dedicated weekly sessions, there are opportunities to contribute to multi-professional clinics in transplant and NAFLD; you will be expected to work flexibly with other Hepatologists and the emergency gastroenterology service. Booking rules for out-patient clinics are set by the individual consultants based on a point system (16-18 points per 4-hour session, 2 points per new & 1 point per follow up patient). We expect active discharge of patients to their primary care physician wherever possible; however, we acknowledge that as a tertiary centre of expertise some complex patients will need life-long specialist follow up and monitoring of new: follow up ratios is not always appropriate.

Our acute gastro on-call service provides an exceptionally responsive and highly valued service within the trust, providing a daily consultation service to admitting and critical care areas, as well as providing emergency endoscopy, and is one of the best supported in the UK, with dedicated nurse practitioners (team of 5), 1:10 registrar out of hours cover and 1:26 consultant rota (equivalent to approximately two weeks each year; Category A) and has provision for safe and timely care in our 7-day service model, an aspiration of the modern NHS. Time off in-lieu for weekend or evening working is scheduled by the individual clinician either as regular non-working sessions in the weekly timetable or immediately after periods of on call, with cancellation of clinical sessions. Regular weekly commitments are cancelled during the acute GI on call weeks, and there is no general medical on-call component to this post.

Teaching

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

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 directorate level. Each member of the medical staff is expected to take an active role in clinical governance activities within their Clinical Service Unit and each Clinical Service Unit 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 Head of Service is managerially responsible for all clinical activity and personnel in the specialty in which you will work. The Medical Director and Responsible Officer, Dr Keith Girling, has overall responsibility for the professional standards 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 and contributes to the trust revalidation programme.

Other Duties as Agreed

You may eventually wish to take on other roles. Positions such as Clinical Service unit Lead 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 Division within the University's School of Medicine 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>

Job Plan

The following draft 'Job Plan' reflects the best advanced assessment of what the final plan will be, based on 10 PAs. The University and Trust review job plans annually to ensure the maximum flexibility and responsiveness of the service. Time off in lieu is granted for weekend and evening working; patient related admin is assigned at a ratio of 4:1. 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. The Job Plan will be subject to annual review. Candidates, who wish to do so, are eligible to be considered for the post on a part-time basis. In such a case, modification of the job content would need to be discussed with the University and the Trust.

Programmed Activities:

Clinical Care:

Out-patient clinics (4 hours; 28 annualised)	0.67 [DCC]
Endoscopy cross cover (4 hours; 30 list annualised, including 6 weekend lists)	0.71 [DCC]
Inpatient Ward Cover QMC	0.29 [DCC]
4 weeks in total in year (12 hrs/week+ 4 hrs admin time)	
SPA – pro-rata core NHS SPA (not including research/ trainee supervisions / NHS management roles)	0.75 [SPA]
Admin	0.80 [DCC]
On-call (frequency 1:13 combined QMC and NCH), supported by junior staff	1.14 [DCC]
Cross site travel	0.00 [DCC]
Pathology/Radiology MDT	0.14 [DCC]
Teaching	0.25 [SPA]
Service Development	0.25 [SPA]
(*distributed from the above by negotiation)	

Academic

Academic including Research, undergraduate roles, postgraduate teaching, academic administration and academic CPD	5 PAs (including 4.25 PAs allocated to research, UG and PG teaching and 0.75 for academic administration and management and supporting
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	professional activities associated with the University role)
Sub Total	5

Total = 10 PAs

Sample weekly timetable:

	AM	PM
Monday	Clinic	Endo list
Tuesday	University	University
Wednesday	SPA/Admin	Teaching/Audit
Thursday	University	University
Friday	Journal Club / Admin	University

Ward rounds:

In-patient gastroenterology is divided into 'liver' and 'luminal' service with two consultants (one Hepatologist and one luminal Gastroenterologist) leading care at any given time. The new appointee will oversee in-patient care for about 15-20 patients in rotation with other Hepatologists. We are committed to provide consultant-led service and aim to have daily senior ward rounds. Each consultant aims to do four ward rounds (including 1 teaching round) per week while covering the ward. One day of the week, the Speciality Registrar leads the ward round with appropriate discussion with the consultant. During time on the ward, fixed morning commitments will be cancelled to allow 4 hours of dedicated ward time to include case discussion, meeting with relatives, junior doctor supervision and ward related admin; in addition two afternoon emergency hepatology clinics are scheduled each week.

Administrative Support

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

The post holder will be assigned a named PA and Patient Pathway Administrator (PPA) team. The PPA specifically manages patient queries, tracks results and pathways, types clinic letters and handles post, whereas the PA performs more complex administrative functions & manage diaries, rotas and clinics cancellations. Both PPA and PAs are shared by multiple consultants and cross-cover occurs during times of leave.

NUH have recently developed a Trust mentoring scheme for new and existing consultants and this would be available to the new post-holder as will the UoN School of Medicine's Mentoring programme for clinical academics. Newly appointed clinicians are encouraged to attend the New Consultant Forum and will be assigned a colleague mentor upon starting. The appointee will be encouraged and supported to attend the RCP "New Consultants' Development Programme". Following induction, all newly appointed consultants are supported with a buddy for emergency on call support.

Conditions of Service and Governance

You will be offered an Honorary Contract with the Nottingham University Hospitals NHS Trust under their 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.



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 therefore 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>



The University of Nottingham has signed the San Francisco Declaration on Research Assessment (DORA), which provides a code of best practice in research assessment to which institutions can subscribe.

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

