



<b>Job title</b>	Clinical Associate Professor - Academic Lead- Medicine (Lincoln)	<b>Job family and level</b>	Clinical Academic (Teaching & Curriculum Leadership)
<b>School/ Department</b>	School of Medicine/ Lincoln Medical School	<b>Location</b>	Your clinical practice site and the East Midlands Campuses of the University of Nottingham

## Purpose of role

The School of Medicine, University of Nottingham School of Medicine is seeking a new **Academic Lead for Medicine (Lincoln)** to join the medical education faculty at the new Lincoln Medical School, a collaborative initiative between the Universities of Nottingham and Lincoln. This is a 0.3 FTE role and can be worked flexibly.

Working closely with the medical sub-specialty leads at Lincolnshire Community and Hospitals NHS Group (LCHG), you will coordinate the delivery of clinical teaching for University of Nottingham medical students during their Medicine attachments based at Lincoln Medical School (LMS). As LMS develops its independent medical curriculum, you will lead innovations in curriculum design, teaching, learning, and assessment within Medicine.

### About Lincoln Medical School

Lincoln Medical School (LMS) welcomed its first cohort of 80 students in September 2019, with the inaugural class graduating in 2024, earning a BMBS degree from the University of Nottingham. As LMS progresses toward full independence, the coming years will be a pivotal period of transformation and innovation, focused on delivering high-quality medical education and ensuring an exceptional learning experience for its students

### Key Responsibilities

- Collaborate with the Academic Attachment Lead for Medicine (Nottingham) to define learning outcomes and oversee curriculum content.
- Align the Medicine curriculum with national frameworks, including the GMC's *Outcomes for Graduates (2018)*, *Practical Skills and Procedures (2023)*, and the *Medical Licensing Assessment*.
- Standardise teaching across partner NHS sites and contribute to assessments including acting as an examiner in clinical and professional skills assessment and providing feedback to students on their academic performance.
- Play a pivotal role in designing and implementing LMS's independent medical curriculum and attend and support the CPD sessions for Lincoln clinical educators.
- Ensure the delivery of high-quality medical education across Lincolnshire, ensuring parity of student experience with other University of Nottingham sites.

- Develop a strategy for quality management in Medicine, ensuring compliance with GMC standards as LMS transitions to full independence.

### Collaboration and Leadership

You will work closely with medical sub- specialty leads, the Academic Lead for Medicine (Nottingham), and clinical academic staff at LMS to maintain consistency in teaching and assessment. Additionally, you will contribute to curriculum development and quality assurance to meet GMC standards. You will also join the clinical academic team at Lincoln Medical School, have personal tutees, and potentially offer BMedSci project supervision.

### Location and Employment

While your primary base will remain at your clinical practice site, you will have access to facilities at LMS and may occasionally travel to other sites, including Derby Medical School for OSCE examinations and Nottingham Medical School for in-person meetings.

This role is employed under a single NHS contract with **Lincolnshire Community and Hospitals Group (LCHG)**, in line with Follett principles, and attracts 3 Programmed Activities (PAs). You will also hold a secondment agreement with the University of Nottingham.

Reporting to the Director of the Clinical Phase at Lincoln, you will work closely with the Academic Lead for Medicine (Nottingham). You will also work closely with the future new clinical academic posts being appointed to for Lincoln Medical School and work collaboratively with University of Lincoln.

**It is a requirement that you maintain your GMC Registration with a licence to practice, your GMC Registration on the Specialist Register and undertake clinical practice in a recognised medical specialty with LCHG**

The School of Medicine recognise the importance of continuous professional development and therefore the importance of providing opportunities, structured support and encouragement to engage in professional development each year.

To find out more about the School of Medicine, its values, vision, teaching and research, please see our [further information leaflet](#).

	Main responsibilities	% time per year
1	<p><b>University</b></p> <p>To work within the University School of Medicine’s values, to progress the vision and mission of the School of Medicine.</p> <p><b>Engagement, Communication, Administration</b></p> <ul style="list-style-type: none"> <li>▪ To lead and develop internal (e.g. by chairing/participating in University Committees) and external relationships (e.g. with United Lincolnshire Teaching Hospitals NHS Trust) to foster future collaboration.</li> <li>▪ You will be an ex-officio member of the following operational and strategic committees: <ul style="list-style-type: none"> <li>○ Medicine Attachment Management Meetings</li> </ul> </li> </ul>	20%

	<ul style="list-style-type: none"> <li>○ Clinical Years Committee (UoN)</li> <li>● Contribute to prospective student open days and be part of the team interviewing student applicants.</li> <li>● Undertake specific Academic Leadership and Management activities as determined by the Director of the Clinical Phase and/or the Vice Dean and Head of School.</li> </ul>	
2	<p><b>Teaching:</b></p> <ul style="list-style-type: none"> <li>● To design, develop, and deliver the attachments related to your sub specialty within the UG medicine course at Lincoln Medical School</li> <li>▪ To take responsibility for the quality of course delivery in your subspecialty, ensuring compliance with the quality standards and regulations of the University, Lincoln Medical School and relevant professional bodies e.g. General Medical Council and Health Education England.</li> <li>▪ Tackle issues affecting the quality of delivery within the scope of own level of responsibility, referring more serious matters to others, as appropriate.</li> <li>▪ To apply and develop innovative and appropriate teaching techniques and material in your subspecialty within the BMBS course at Lincoln Medical School which create interest, understanding and enthusiasm amongst students.</li> <li>▪ Monitor student progress and retention, acting as a personal tutor to students at Lincoln Medical School.</li> <li>▪ To contribute to the curriculum leadership e.g. through delivery of training to staff and delivery of course subspecialty content.</li> <li>▪ Produce and update guidance for clinical teachers in your subspecialty attachment in conjunction with the Academic Specialty lead in Nottingham.</li> <li>● Contribute to the development and delivery of assessments in your subspecialty by contributing to the bank of knowledge questions, developing scenarios for Clinical and Professional Skills Assessments (CPSAs) examining students in the CPSA.</li> <li>● Participate in Teaching Excellence Framework (TEF) including on TEF panels, teaching and learning strategies and external reviews.</li> </ul>	60%
3	<p><b>Quality</b></p> <ul style="list-style-type: none"> <li>● Oversee arrangements in the specialty to ensure that no medical student is required to assume responsibility for or perform clinical, operative or other techniques in which they have insufficient experience and expertise</li> </ul>	20%

	<ul style="list-style-type: none"> <li>• Oversee arrangements in the specialty to ensure that medical students only perform tasks without direct supervision when they are competent to do so; both medical student and supervisor should at all times be aware of their direct responsibilities for the safety of patients in their care</li> <li>• Work with the ULTH Trust Associate Clinical Sub-Dean to review issues should the level of performance, attitude or behaviour of a medical student give rise for concern</li> </ul>	
4	<p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• Any duties as required in accordance with the nature and grade of the post e.g. investigation of appeals / complaints</li> </ul>	N/A

## Person specification

	<b>Essential</b>	<b>Desirable</b>
<b>Skills</b>	<ul style="list-style-type: none"> <li>• Skills in Teaching and Learning including experience of undergraduate medical student teaching using different formats.</li> <li>• Excellent oral and written communication skills; a strong team-player with influencing skills.</li> <li>• Ability to communicate effectively with staff, students, patients, relatives and other health professionals.</li> <li>• Ability to delegate appropriately and work independently as well as in a team.</li> <li>• Ability to exercise good judgement, maintain confidentiality &amp; provide motivational support to clinical and academic colleagues as well as to undergraduate &amp; postgraduate students.</li> <li>• Ability to lead, motivate, develop and manage the performance of a team.</li> </ul>	<ul style="list-style-type: none"> <li>• Skills in pastoral care and motivating students at all levels</li> </ul>
<b>Appropriate Clinical and Academic Experience</b>	<ul style="list-style-type: none"> <li>• A proven record of excellence in undergraduate and/or graduate teaching; evidence of innovation in curriculum development, course design and course delivery; commitment of delivery of quality services to students</li> <li>• Experience in developing and devising new teaching programmes, models, techniques and methods.</li> <li>• Proven record of promoting and maintaining collaborative links with key partners e.g. NHS, NHS(Education), GMC.</li> <li>• Demonstrable substantial contribution to high quality publications, considered to be within Research Excellence Frameworks (REF)</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of mentoring and assessment of undergraduate and/or postgraduate students</li> <li>• HEA-recognised Fellowship of Advance HE/HEA</li> <li>• Previous leadership experience.</li> </ul>
<b>Qualifications, certification and training</b>	<ul style="list-style-type: none"> <li>• MBBS or equivalent</li> <li>• CCT in General Internal Medicine or a medical sub-specialty OR Eligible for such CCT within 6 months at interview date</li> <li>• Recognised HEA teaching qualification, at least, to Associate Fellowship of Advance HE or recognised equivalent.</li> <li>• Eligible to reside &amp; work in the UK.</li> </ul>	<ul style="list-style-type: none"> <li>• Membership/ Fellowship of an appropriate professional body</li> <li>• Fellowship of Advance HE</li> <li>• Higher research degree i.e. PhD/DPhil or MD/DM or equivalent supported by extensive experience</li> </ul>

	<ul style="list-style-type: none"> <li>• Membership/Fellowship of the Royal College of Physicians</li> <li>• PhD or equivalent in a medical specialty or medical education OR equivalent extensive professional/teaching/research experience</li> </ul>	
<b>Statutory, legal or special requirements</b>	<ul style="list-style-type: none"> <li>• Satisfactory enhanced disclosure from the Disclosure and Baring Service.</li> <li>• Full GMC Registration with a current licence to practice at the time of appointment.</li> <li>• Entry on the GMC's Specialist Register in the category of General Internal Medicine or a recognised medical sub speciality OR eligible for such entry within 6 months of interview date</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>• Enquiring, critical approach to work.</li> <li>• Commitment to Continuing Professional Development (CPD) and the requirements of Clinical Governance and Audit.</li> <li>• Willingness to adopt the <a href="#">vision and values</a> of the School of Medicine.</li> <li>• Ability to demonstrate behaviours consistent with both the University of Nottingham and ULTH behavioural standards.</li> <li>• Ability to travel between sites</li> </ul>	



## 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

