



Job title	Clinical Associate Professor in Mood Disorders	Job family and level	Clinical Academic (Research & Teaching) Clinical Associate Professor
School/ Department	School of Medicine, Mental Health and Clinical Neuroscience	Location	The East Midlands Campuses of the University of Nottingham and Nottinghamshire Healthcare NHS Foundation Trust
Royal College of Psychiatrists approval details:	Approved 18/09/2025 RCPsych Ref No: TRENT-OT-NTH-2025-03062 		

Purpose of role

The post is being offered to enhance our world-leading research and to provide exceptional clinical care in Mood Disorders Psychiatry. You will be a clinical academic with a track-record in research aligned to Mood Disorders. You will contribute to the strategic research goals of the School of Medicine by developing and maintaining an internationally excellent research programme that will have a demonstrable impact on the care and wellbeing of patients.

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. The major purposes of this role are to:

- develop and maintain an internationally excellent research programme aligned to the research strategies of the School of Medicine
- teach undergraduate and postgraduate students and act as personal tutor
- contribute to the collegiate needs of the School of Medicine, Faculty and University
- provide clinical service in the Nottingham Specialist Depression Service in Nottinghamshire Healthcare NHS Foundation Trust working within an Honorary Consultant Contract

Specifically, you will:

- develop your research portfolio and gain external research funding
- further develop, and maintain, an internationally excellent research programme, securing external research funding from NIHR, Research Councils, charitable and/or industry

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- produce research output which will be considered to be of international excellence in Research Excellence Framework (REF) assessments, disseminating research findings and impact on clinical practice
 - develop multidisciplinary research collaborations within and outside of the University
 - attract and supervise BMedSci, Masters and PhD students
 - deliver high quality teaching to, and examine, undergraduate and postgraduate students, contribute to the development of undergraduate and postgraduate education and act as personal tutor
 - provide an NHS clinical service at consultant level within your Job Plan, providing a specialist clinical service alongside existing specialist consultant including providing reciprocal cover for periods of leave, continuing professional development (CPD), annual appraisal and revalidation.

You will work 50:50 in the post, split between University and NHS duties. The post is offered full time or less than full time (minimum 0.8 FTE). Your academic duties will be based within the Unit of Mental Health and Clinical Neuroscience in the University of Nottingham's School of Medicine embedded in the Institute of Mental Health and your clinical duties will be based in Nottinghamshire Healthcare NHS Foundation Trust.

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 Psychiatry within Nottinghamshire Healthcare NHS Foundation Trust.

You will be expected to attain and maintain Approved Clinician status, primarily relating to on-call duties and the potential requirement for medical recommendations under Section 12 of the Mental Health Act 1983.

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

- specialist outpatient care in Mood Disorders Psychiatry
- provision, together with consultant and other clinical colleagues, of a comprehensive Mood Disorders service, including management of patients during working hours
- taking part in the on call rota (evenings/nights and weekends, where relevant to on-call duties)
- 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 Service for Nottinghamshire Healthcare NHS Foundation Trust and Director of the University School of Medicine's Unit of Mental Health and Clinical Neuroscience.

Your line manager will be the Director of the Unit of Mental Health and Clinical Neuroscience, School of Medicine, University of Nottingham. For clinical matters, line management will be devolved to Nottinghamshire Healthcare NHS Foundation Trust Head of Service for Adult Mental Health. The Trust Medical Director has overall responsibility for the professional performance of clinicians working under Honorary Contracts within Nottinghamshire Healthcare NHS Foundation Trust NHS Trust.

Both the University and Nottinghamshire Healthcare NHS Foundation Trust have Mentoring Programmes for clinical academic consultants, and this will be available to you. You will be encouraged and supported to attend the RCPsych "New Consultants' StartWell Programme".

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

	Main responsibilities	% time per year
1	University To work within the University School of Medicine's values, to progress the vision and mission of the Unit of Mental Health and Clinical Neuroscience and School of Medicine. Research & Leadership • To act as the principal investigator on research projects within the area of Mood Disorders research, aligning with the School of Medicine's Research Strategy. • To produce research outputs which will be considered to be world-leading and of international excellence in Research Excellence Frameworks (REF). • To lead funding bids which develop, and sustain, research support within the School of Medicine and develop research initiatives to foster collaboration and generate income. • To obtain independent external funding from 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 Mood Disorders 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. • To disseminate conceptual and complex ideas to a wide variety of audiences using appropriate media and methods to promote understanding, including of research findings at national/international conferences and other similar events. • 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 research students (e.g., studying Masters and PhD degrees). • To supervise research students (e.g., in BMedSci, Masters and PhD degrees). • To contribute to some of the management systems of the School of Medicine, e.g. Unit 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.	40%

	Undertake specific Academic Leadership and Management activities as determined by the Director of the Academic Unit and/or Dean and Head of School.	
2	University Teaching - Undertake teaching of undergraduate (such as early years' medical students) and postgraduate course students (such as Masters' students) at the University. - Undertake other student-facing activities e.g. OSCE examinations and admissions. - Supervise, examine and act as the personal tutor to undergraduate, postgraduate taught and research students within area of expertise. - Contribute to the curriculum leadership and the teaching and learning programmes through the delivery of advanced research lectures and delivery of course modules. - Take a leadership role in School of Medicine's Education Centre, in rotation with other colleagues. - Contribute to administrative duties in areas such as admissions, timetabling, examinations, student attendance, and represent the Unit and/or 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%
3	NHS Clinical Role - To deliver clinical care at consultant level in Mood Disorders Psychiatry for Nottinghamshire Healthcare NHS Foundation Trust - To maintain and enhance a clinical sub-specialist interest and expertise relevant to the needs of Mood Disorders Psychiatry. - To actively participate in audit and clinical governance activities - To contribute to teaching and training of junior medical staff - Take responsibility for maintaining awareness of professional guidelines such as 'Good Medical Practice' and 'GMC Performance Procedures', acting in accordance with them. - 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 Psychiatrists. - To add value and participate in leadership in an appropriate area of the clinical service of Mood Disorders Psychiatry. - To participate in the consultant rota for General Adult Psychiatry 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. - To participate in the clinical governance arrangements of the Trust and specifically within the Directorate including clinical audit, and research.	50%

Person specification

	Essential	Desirable
Skills	• Demonstrable research skills in Mood Disorders Psychiatry • Skills in Teaching and Learning including experience of undergraduate medical student teaching using different formats • Clinical problem-solving & decision-making skills including in leading and managing a clinical service at a consultant level. • 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.	
Appropriate Clinical and Academic Experience	• Research interests aligned with those of the University's School of Medicine • 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. • A track record in obtaining grant funding for own research projects and managing research grants. • Evidence of excellence in undergraduate medical student teaching using different formats • Evidence of excellence of supervision of undergraduate and/or postgraduate students • Comprehensive clinical experience leading to ability to take full & independent responsibility for clinical care of patients in Psychiatry. • Experience of working within multi-disciplinary teams • Experience and interest in care of Mood Disorders Psychiatry patients. • Experience in management of acutely unwell patients.	• Ability to manage a research portfolio • Experience in developing research methods • Experience of mentoring and assessment of undergraduate and/or postgraduate students • Experience of supervision of PGR students • Experience of leading a research team • Track record of leading in productive national and international collaborations • HEA-recognised Fellowship of Advance HE/HEA

	• Ability to take full & independent responsibility for clinical care of patients. • Evidence of ability to work effectively as part of a multidisciplinary team, share clinical responsibilities, and advise on the efficient & smooth running of the service. • Ability and willingness to work within the Trust & NHS performance framework & targets.	
Qualifications, certification and training	• MBBS or equivalent • MRCPsych or equivalent • CCT in Psychiatry OR Eligible for such CCT within 6 months at interview date • A higher research degree (PhD or DM by research) or equivalent supported by extensive and high-level research in a relevant scientific discipline. • Recognised HEA teaching qualification, at least, to Associate Fellowship of Advance HE or recognised equivalent. • Eligible to reside & work in the UK.	• Up-to-date GCP accreditation for clinical research governance • Fellowship of Advance HE
Statutory, legal or special requirements	• Satisfactory enhanced disclosure from the Disclosure and Barring Service. • Full GMC Registration with a current license to practice at the time of appointment. • Entry on the GMC's Specialist Register in the category of General Adult Psychiatry OR eligible for such entry within 6 months of interview date	
Other	• Enquiring, critical approach to work. • Commitment to Continuing Professional Development (CPD) and the requirements of Clinical Governance and Audit. • Willingness to adopt the vision and values of the School of Medicine. • Ability to demonstrate behaviours consistent with the Nottinghamshire Healthcare NHS Foundation Trust behavioural standards. • Ability to travel between Nottingham Psychotherapy Unit, Queen's Medical Centre and Jubilee Campus, as necessary.	



Job Plan & Timetable

The following draft 'Job Plan' reflects the best advanced assessment of what the final plan will be, based on 10 PAs.

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 plan, whilst maintaining a 50:50 University:NHS balance, would be discussed with the University and Trust.

The job plan for the first 3 months will be based on the following provisional timetable. A formal job plan will be agreed between you, your Trust Head of Service, to whom you will be responsible for clinical service matters, and the Director of the Unit of Mental Health and Clinical Neuroscience in the University's School of Medicine or their direct nominee three months after the commencement date of appointment. 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. Overall, 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 Job Plan will be reviewed annually, separate to the joint Clinical Academic Appraisal meeting. The Job Plan will be a prospective agreement setting out the appointee's duties, responsibilities and objectives for the coming year. It will cover all aspects of your professional practice including clinical work, teaching, research, education & managerial responsibilities. It will provide a clear schedule of commitments, both internal & external. In addition, it will include personal objectives, including details of their links to wider service objectives and details of the support you may require to fulfil the job plan and the objectives.

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.

Indicative timetable

Based on 50:50 University:NHS.

Day	AM	PM
Monday	Academic	Clinical
Tuesday	Clinical	Clinical
Wednesday	Academic	Academic
Thursday	Clinical	Clinical
Friday	Academic	Academic

Programmed Activities

NHS Clinical Care:

Direct Clinical Care Programmed Activities (DCC PAs)	
Mood Disorders Research Clinics	3.25
Patient administration	0.5
DCC Sub Total	3.75 PAs
Clinical Supporting Professional Activities (SPAs)	
CPD, Appraisal, Job Planning	1
Educational supervision	0.25

SPA Sub total	1.25 PAs
TOTAL Clinical PAs/week	5.0 PAs

On call commitment

The post will include non-resident on-call commitment (1 in 20) covering General Adult Psychiatry only and is supported by speciality trainees.

As non-resident on-call is included in the job plan, effective time off in lieu from weekday duties can be granted to maintain compliance with DCCs in the job plan or, optionally, the successful applicant may choose to accept additional PAs offered to compensate for additional activity.

On call supplement

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

University:

Research, Leadership, Academic CPD, Citizenship	4
Teaching	1
TOTAL Academic PAs /week	5 PAs

Clinical Activity

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

You will provide, with consultant colleagues, a comprehensive, Mood Disorders Psychiatry service, covering Nottinghamshire. You will participate in the provision of reciprocal cover for periods of leave.

The Nottingham Specialist Depression Service is supported by One Speciality Trainee (typically) and 3 Nurse Practitioners.

You will have continuing responsibility for the care of patients in your charge and the proper functioning of the department.

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 and training

You are expected to participate in teaching & training of junior staff, medical students & postgraduate medical trainee education and teaching. You will be expected to engage in these teaching activities within your clinical time.

All Consultant staff are encouraged to undertake a formal "Training the Trainers" course. However, the University requires its academics to have teaching qualifications recognised by the Higher Education Academy and formally supports its academics to develop appropriate skills and gain formal accreditation in teaching.

Study & Training

You are expected to participate in continuing professional development (CPD). Study leave is provided for this purpose and you will be entitled to apply to the Trust's Medical Director for a contribution to funding of clinically relevant CPD activity.

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

Nottinghamshire Healthcare NHS Foundation 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. 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. Trust Leadership Positions may be offered by the Trust from time to time on a fixed-term basis. 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 Trust's Clinical Director, Head of University Academic Unit 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

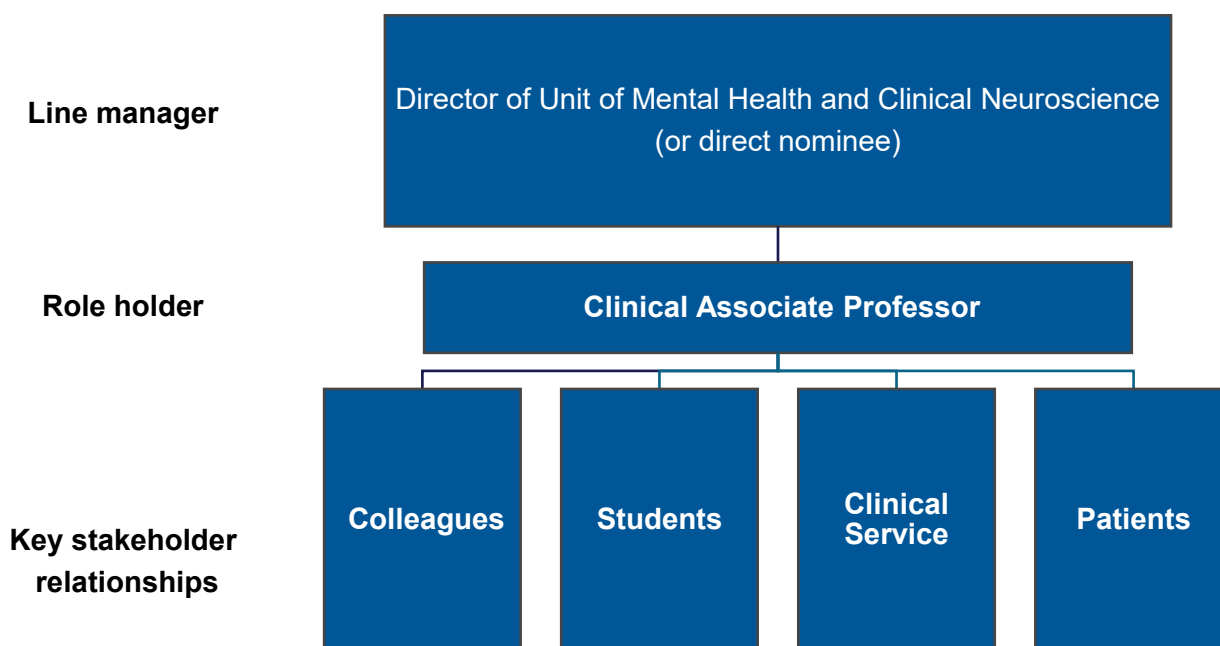
<https://www.nottingham.ac.uk/hr/guidesandsupport/universitycodesofpracticeandrules/documents/external-work-policy.pdf>

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



Appendix 1

Nottinghamshire Healthcare NHS Trust

Nottinghamshire Healthcare provides integrated healthcare services, including mental health, intellectual disability and physical health services. Over 9000 dedicated staff provide these services in a variety of settings, ranging from the community through to acute wards, as well as secure settings. The Trust manages two medium secure units, Arnold Lodge in Leicester and Wathwood Hospital in Rotherham, and the high secure Rampton Hospital near Retford. It also provides healthcare in prisons across the East Midlands. Its budget for 2023/24 is £628.2 million.

The Trust is committed to a sustainable future and works hard to reduce its carbon footprint and environmental impact across all of its many services.

The core local area the Trust covers is Nottingham and Nottinghamshire with a combined population of around 1.1 million people.

There are large variations in the levels of deprivation across our local area. In 2019, Nottingham City was the 11th most deprived district in the country, life expectancy in the City is below the England average, with approximately three years less for men and two years less for women (Nottingham: 77.0 men; 81.1 women. England: 79.5 men; 83.1 women) JSNA Nottingham and JSNA Nottinghamshire.

Healthy life expectancy for both men and women in Nottingham is also significantly lower than the England average with men living 5.9 years less in good health and women 8.8 years less. In Nottinghamshire, deprivation levels are very varied, with some communities having the highest levels of deprivation in England and some with the lowest. Areas with the highest levels are mainly in Ashfield, Mansfield and Newark and Sherwood.

In the Census 2011, the percentage of people for whom their day-to-day activities were limited a lot due to a long-term health problem or disability was significantly higher in Nottinghamshire (9.7%) compared with the East Midlands (8.7%) or England (8.3%) with the highest levels in Ashfield (11.2%), Bassetlaw (10.8%) and Mansfield (12.2%). The most common long-term conditions are hypertension, common mental health disorders, asthma, chronic kidney disease, diabetes and coronary heart disease.

In Nottinghamshire, our population is predicted to continue to age with the number of 65-84 year olds increasing between 2017-2032 by over 30% and 85+ year olds by over 76% (JSNA Nottinghamshire). Older people are more likely to experience disability and long-term illnesses.

According to the 2011 Census, 34.6% of the City's population are from Black and Minority Ethnic (BME) groups, which are defined as everyone who is not White British. This is an increase from 19.0% in 2001.

In the UK, poor access to mental health services is a real barrier to black adults getting the help they need as they are the least likely ethnic group to report getting medication, therapy or counselling. Black people in the UK are also less likely to have the involvement of GPs leading up to a first episode of psychosis than white patients.

Board Level Directors

Chair of the Board
Chief Executive
Chief Operating Officer
Executive Director: Clinical Governance & Medical Affairs
Executive Director: Finance & Estates
Executive Director: People & Culture
Executive Director: Strategy & Partnerships

Paul Devlin
Ifti Majid
Becky Sutton
Dr Sue Elcock
Alison Wyld
Jen Guiver
Jan Sensier

Executive Director: Nursing, AHPs & Quality
Five other Non-executive Directors

Diane Hull