

Candidate Information

Position:	Clinical Professor in Cardiovascular Medicine
School/Department:	Centre for Experimental Medicine
Reference:	19/107260
Closing Date:	Thursday 4 April 2019
Salary:	£76,761 - £103,491 per annum
Anticipated Interview Date:	Wednesday 29 May 2019

JOB PURPOSE

The principal aim of the Professorship is to provide leadership within the clinical academic base of cardiovascular medicine within the Centre for Experimental Medicine, School of Medicine, Dentistry and Biomedical Sciences at Queen's University Belfast (QUB) and the Belfast Health and Social Care Trust (BHSCT). To provide leadership in the development and delivery of an innovative research programme in the field of Cardiology/Cardiovascular in line with the School's research strategy, to teach at undergraduate and postgraduate level, to contribute to School's administration/outreach activity and to deliver and enhance clinical service.

MAIN ACTIVITIES/RESPONSIBILITIES:

The following describes the type of work that is typically required of academic staff at this level. It is not expected that anyone carries out all the activities mentioned below and some carry out additional duties.

1. Research

- Plan and lead research/scholarly activities of outstanding quality and national/international repute in a major subject area.
- Oversee staff teams and resource management processes necessary to deliver research plans.
- Lead major funding bids which develop and sustain research support for the specialist area and advance the reputation of the School and the University.
- Lead the process of acquiring, analysing and interpreting research data and information, ensuring appropriate techniques, approaches, models and methods are selected, developed and devised for the purpose.
- Secure the publication of key results in leading journals and/or books which further develop an already sustained individual and team reputation in the subject area.
- Sustain high quality research-related/scholarly contributions through conference papers and presentations.
- Supervise students in MD, MSc and PhD programmes; and supervise and manage research staff
- Provide expert advice to colleagues, students, externally e.g. government bodies
- Engage clinical trainees in relevant research and training programmes.
- Collaborate with others within the Centre, University and Trust to develop a strong research programme.
- Undertake Continuous Professional Development relevant to both the academic and clinical components of the post.

2. Teaching

- Oversee the development and review of teaching provision in the subject area for all students at all levels.
- Develop and review approaches to teaching which advance techniques and standards locally, contribute to local policy and serve as a contribution to broader debate.
- Make a leading contribution to debate nationally/internationally about teaching and learning policy, methods and practices.
- Develop and teach courses or learning programmes for students at all levels, having overall responsibility for their design and quality.
- Plan and review own teaching load and approach to teaching, and coach others in doing the same.
- Design and supervise practical work where it is part of the course, and advise students on techniques.
- Set and mark coursework, and supervise and advise students at all levels.
- Act as internal and external examiner for undergraduate and postgraduate students.
- Coach and support tutorial groups, developing their knowledge and skills.
- Act as a coach and role-model through excellent practice and mentoring colleagues.

CLINICAL SERVICE INFORMATION

The Cardiology Department BHSC

Cardiology services are established on 4 sites including the Royal Belfast Hospital for Sick Children (RBHSC). There is a close collaboration with all of the other departments throughout the Trust including the Regional Cardiac Surgery service and the Regional Vascular Surgery service.

The BHSC is a regional primary PCI centre with 750 PPCI activations per annum. The BHSC also provide regional structural heart and interventional EP services. The structural heart service performed 150 TAVI procedures in 2017/8 and is in the early stages of developing a percutaneous mitral valve programme. Congenital structural heart procedures including percutaneous pulmonary valve implantation are undertaken on the Royal Hospitals site.

Activity data for the adult cardiology service are published annually by DHSSPSNI. The most recent inpatient and day case activity data are available at <https://www.health-ni.gov.uk/sites/default/files/publications/health/hs-inpatient-day-case-stats-16-17.pdf> (page 83) and outpatient activity data are available at <https://www.health-ni.gov.uk/sites/default/files/publications/health/hs-outpatient-stats-16-17.pdf> (page 88)

Dividing this published activity among 23 WTE adult cardiologists (see below) gives the following average annual activity: 133 day cases; 124 elective inpatients; 265 non-elective inpatients; 366 new outpatients and 730 review outpatients. This does not take account of different clinical profiles of different consultants

Outpatient Clinics:

Clinic	BCH	Royal	Mater
General Cardiology	X	X	X
Heart Failure	X	X	X
Rapid Access Chest Pain Clinic	X		
Cardiac Device Follow up	X	X	
Cardiac Obstetrics		X	
Adult Congenital Heart Disease		X	
Cardiac Rehabilitation	X	X	X
Inherited Cardiac Conditions	X		
Pulmonary Hypertension	X		

Facilities within the Trust include:

	City	Royal	Mater
Catheterisation Laboratories	1	6	
Echocardiography	X	X	X
TOE	X	X	X
DSE	X	X	X
SPECT		X	
Ambulatory monitoring Holter/event recorders/BP	X	X	X
Tilt testing			X
Cardiac MRI	X		X
Cardiac CT	X	X	
Ambulatory cardiology Unit	X		

Research:

Research interests in the department include management of acute coronary syndromes and related interventions, electrophysiological developments, telemedicine applications, and the inherited basis of cardiac disease. Team members are encouraged to participate in approved funded research. There are close links with both the Queen's University of Belfast and the University of Ulster.

Audit:

There is a monthly multi-disciplinary audit programme. Team members are required to participate in medical audit.

Medical Staff:**Consultant Adult Cardiologists:**

Dr E W Chew

Dr N Cromie

Dr LJ Dixon

Dr C Hanratty

Dr N Herity

Dr N Johnston

Dr P Johnston

Dr E Lau

Dr C Lockhart

Dr G Manoharan

Dr D McCall

Dr C McCann

Dr B McClements

Dr N McKeag

Dr A McNeice

Dr A Muir

Dr C Murphy

Dr S Maynard

Dr C Owens

Dr MJD Roberts

Dr M Spence

Dr S Walsh

QUB Joint appointments

Dr M Harbinson

Prof PP McKeown

Consultant Paediatric Cardiologists

Dr F Casey

Dr B McCrossan

Dr BG Craig

Dr A Sands

Dr B Grant

Non Consultant Career Grades

5 Associate Specialists in cardiology

1 Specialty Doctor in paediatric cardiology

Junior doctors

14 specialist registrar trainees in cardiology

13 F2/CT trainees in cardiology

8 F1 trainees in cardiology

Working hours limits and the need to balance training with service roles mean that junior doctor support for all consultants varies across the working week and from week to week. Within these limitations, the successful applicant will be entitled to junior doctor support equitable with all other consultant cardiologists in the Trust. The Cardiology Departments have highly skilled workforces consisting of consultants, doctors in training, specialty doctors, nurses, radiographers, cardiac clinical physiologists and engineers. In addition there are specialist nursing teams for heart failure, adult congenital heart disease, pulmonary hypertension, inherited cardiac conditions, TAVI and electrophysiology. These are supported by a Divisional manager and administrative staff. The Trust also has Resuscitation Officers and runs accredited ALS courses.

JOB SUMMARY/MAIN PURPOSE:

- Hold an Honorary Consultant contract in the appropriate specialty with the BHSCT which will involve a maximum of 5 Programmed Activities agreed through the annual, integrated job plan.
- Undertake clinical sessions appropriate to the specialty and as agreed on appointment/in the integrated annual job plan.
- Provide a professional service in an area of subspecialist interest of his/her choice.
- Undertake supervision, management and training of junior medical staff along with other professions associated with his/her specialist area.
- Comply with all health and safety policies, participate in the clinical and research governance framework of the HSC Trust and

comply with all legislation relating to the handling and storage of human tissues.

- Provide leadership in the delivery and integration of education and research between colleagues in the Trust(s) and University and also with students at both undergraduate and postgraduate levels.
- Participate in the consultant appraisal process appropriate for clinical academics, take part in continuing professional development activities and additionally undertake medical and clinical audit and quality assurance activities as appropriate.
- Undertake administrative duties associated with ongoing teaching, research and related patient care.

Sample Job Plan

- The successful applicant will have clinical sessions appropriate to the specialty and as agreed on appointment in the integrated annual job plan.
- This post will comprise 10 programmed activities, of which 5 will be NHS PAs and 5 will be funded from academic sources. Clinical PAs will include a maximum of 4.25 DCC and 0.75 SPA. The academic PAs will also include 0.75 SPA. The DCCs will be made up of a combination of out-patient clinics, ward work and on-call, as appropriate. The sub-specialty area for clinics can be negotiated with the appropriate Lead Physician for Specialty. The exact timings within the week will be determined in line with the successful candidate's research and teaching areas.
- Suitable office space and facilities with IT access will be made available at both the Belfast HSC Trust and University sites as required. The consultant will have appropriate secretarial support.
- Joint annual appraisal will be undertaken by QUB and BHSCT.
- The job plan is subject to review after 3 months for new appointments and at least once a year by the post holder, Centre Director and Clinical/Associate Medical Director before being approved by the Service Director.

General NHS Responsibilities:

- Members of staff including clinical academic appointments are expected at all times to provide a caring service and to treat those with whom they come into contact in a courteous and respectful manner. As with other staff the appointee will be expected to demonstrate his/her commitment to the Trust by regular attendance and the efficient completion of all allocated tasks.
- All staff including clinical academics must comply with the Belfast Health and Social Care No Smoking Policy.
- All duties must be carried out in compliance with the Belfast Health and Social Care Trust Health and Safety Policy and statutory regulations.
- The Trust is an Equal Opportunities Employer. Appointees are required to adhere to the Trust's Equal Opportunities Policy throughout the course of their employment.
- To ensure the ongoing confidence of the public in officers of the Trust and to maintain high standards of personal accountability, staff including clinical academic appointments must abide by the Code of Business Conduct.
- Employees of the Trust including clinical academic appointments are required to support its Mission which states:- "It is our fundamental purpose in Belfast Health and Social Care Trust to provide the highest quality cost effective health care, as an outstanding acute general hospital and tertiary referral centre, through exceptional service to our patients, staff and community in an environment of education, teaching and research."
- "The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues. All medical staff, practising in the Trust, should ensure that they are familiar with the procedure and apply it."

Governance

The successful candidate will be expected to work within the Belfast HSC Trust and Queen's University Belfast governance frameworks. QUB and the Trust are committed to conducting a process of yearly appraisal of consultant staff, which is used to support GMC revalidation.

Multiprofessional Audit and Continuing Medical Education

The post holder will be required to take part in the Trust quality improvement programme. They will also be required and supported to undertake such continuing educational activities as are necessary to maintain revalidation.

3.Administration/Contribution to Community

- May take responsibility for the appointment, development and management of staff of all types in the directly managed team.
- Take on administrative duties within the Belfast HSC Trust commensurate with his/her commitments and play a very significant role with clinical colleagues in helping the development of relevant clinical services within the Belfast HSC Trust and any future developments which emerge from the DHSSPS.
- Take responsibility for the handling of major processes within the School e.g. with forward planning, financial management,

teaching or research quality and admissions.

- Contribute significantly to the development and running of the School/Centre by taking on appropriate School co-ordinating roles. Such duties may include, for example, Advisor of Studies, QAA Aspect Co-ordinator, Module/Year/Programme Co-ordinator or other recognised official University roles.
- Contribute to the running and strategic direction of the University through designated committee representatives or project activities. Serve, as appropriate, on Centre/School/University/Trust committees.
- Act as mentor or appraiser to University and clinical colleagues advising on their personal development and ensuring that they are meeting the standards required
- Sit on national and international bodies; act as an advisor to government and in any other external advisory capacity.
- Manage responses to government consultations and policy, where appropriate, and acting as lead University spokesperson with regard to the subject.
- Design and deliver new community outreach programmes/Initiatives so that University's overall contribution to the educational, economic, cultural and social life is enhanced within Northern Ireland.
- Provide pastoral care for students within their supervision to ensure, as far as practicable, that relevant issues are dealt with in a timely, sympathetic and effective manner
- Contribute to the School's outreach strategy by designing or delivering Community outreach programmes and developing external links.
- Develop links with relevant industries and external bodies to encourage technology transfer opportunities and create opportunities for future research projects.

PLANNING AND ORGANISING:

- Plan and deliver research, teaching and outreach programmes and ensure that resources are available. Will involve substantial forward planning over a number of years.
- Be involved in strategic planning over a number of years for the School/work unit and contribute to the Institution's strategic planning process.
- Contribute to the management of quality, audit and other external assessments.
- Undertake Continuous Professional Development relevant to both the academic and clinical components of the post.

RESOURCE MANAGEMENT RESPONSIBILITIES

- Provide academic leadership to those working within programme areas, as course leader or equivalent, by for example co-ordinating the work of others to ensure that courses are delivered effectively or organising the work of a team by agreeing objectives and work plans.
- Develop and manage staff and resources, in support of major research, teaching or outreach activities.
- Act as personal mentor to peers and colleagues.
- Contribute to the overall management of the School/work unit, in areas such as budget and business planning.
- Contribute to the School and/or strategic impact on the University through leading or contributing to broader processes committee and project management activities.

INTERNAL AND EXTERNAL RELATIONSHIPS:

- Lead and develop internal networks for example by chairing and participating in Institutional committee/s: Collaborate with other academics within School.
- Lead and develop links with external networks, for example, with external examiners and assessors.
- Communicate complex and conceptual ideas to students as well as to peers using high level skills and a range of media
- Develop links with external contacts such as other educational bodies, employers, and professional bodies to foster collaboration.
- Act as spokesperson for the University by responding to government consultations and policy.
- Contribute to the School's outreach programme by establishing links with local community groups, industries etc

ESSENTIAL CRITERIA

- Primary Medical Degree
- Higher degree (PhD, MD or equivalent).
- Full Registration with the GMC.
- Inclusion on the relevant Specialist Register or eligible for inclusion within six months of the interview date.
- Post registration qualification (Membership of relevant Royal College or equivalent by examination).
- Sustained record of publications at an international level of excellence in high quality, internationally recognised journals.
- Sustained record of playing a leading role in successful bids for competitive, peer-reviewed national or international grants or other awards with significant external peer reviewed research funding as a Principal Investigator over a sustained period.
- Research profile that complements the research priorities of the Centre for Experimental Medicine.
- Experience of presenting at national and international meetings and conferences.
- Successful, sustained postgraduate student supervision as primary supervisor normally at PhD level.
- Strong research collaborations outside current institution and experience in leading or making significant contribution to interdisciplinary teams.
- Recognised international expert in subject field as evidence by for example a sustained record of invited talks at international conferences/events and UK and/or international Higher Education Institutions or a track record of invited keynote or plenary lectures at conferences of national and international significance
- Experience of teaching students and in the supervision of students at undergraduate and/or postgraduate level.
- Evidence of contribution to the successful delivery, enhancements or review of particular modules.
- Experience of delivering high quality teaching as evidenced by positive feedback received from students, colleagues and external examiners.
- Contribution to a range of administrative tasks in clinical and/or academic setting.
- Experience of management in the research context and administration pertinent to teaching and research in a university setting.
- Contribution to administrative tasks at a strategic level.
- Experience of mentoring/training/management of colleagues
- Evidence of strong clinical/academic leadership with the ability to set strategic direction, influence policy and strategy, motivate colleagues and deliver change
- Clinical experience in relevant speciality and evidence of progression appropriate to career stage.
- Experience in the management of clinical service in the relevant speciality.
- Ability to be involved in productive external collaboration with industry/community organisations/other institutions.
- Ability to negotiate contracts independently or as a leader of a section in major projects.
- Ability to provide effective leadership for groups and activities with substantial impact on finance and other resources and/or the reputation of the University.
- Understanding of resource management processes and skills to apply them effectively.
- Ability to develop, manage and effectively execute original lines of research.
- Record of and commitment to continuing professional development
- A clear communicator, written and oral.
- Able to provide effective teaching to undergraduate and postgraduate students.
- Able to present research and other plans and reports to the wider academic community and non-academic audiences
- Must have a clear commitment to interdisciplinary working.
- Must be a team player who can develop effective internal and external research and where appropriate practice links.
- Must be a dynamic, enthusiastic individual who wishes to avail of an opportunity to build an interdisciplinary research programme of international standing and is able to demonstrate a commitment to the realisation of the Centre's/School's strategic research objectives
- Commitment and enthusiasm for working collaboratively to advance the teaching and research priorities of the School and clinical service.
- Ability to provide strategic research leadership and act as a role model for young scientists and educators.
- The ability to organise workload and prioritise competing demands.
- Ability to manage resources and staff.
- This position is exempted from the Rehabilitation of Offenders (Exceptions) Order (Northern Ireland) 1979 and any applicant who is offered employment will be subject to an Enhanced Disclosure Check/Criminal Records Bureau Check.

- Applicants must comply with the Terms and Conditions of the University's substantive Clinical Academic contract be able to undertake clinical duties at a consultant level and comply with the Honorary Consultant contract of the relevant HSC organisation.

DESIRABLE CRITERIA

- Completion of a PGCHET (or equivalent) or HEA membership
- Have obtained significant Research Council, Charity or International funding.
- Editor/editorial board membership of scientific or clinical journals.
- Successful entrepreneurial activity.
- Evidence of developing research methodologies, models, approaches and techniques.
- Experience of supervising research activities of Postgraduate Students, Post-Doctoral Researchers or Clinical Research Fellows.
- Organisation of national and international conferences.
- Experience in programme management and in the development and enhancement of undergraduate and/or postgraduate curricula and assessment methods.
- Evidence of clinical/academic leadership including managing professional teams, leading initiatives, chairing/participation in committees, contributing to strategy, participating and managing relevant aspects of clinical governance, audit and standards of care
- Evidence of innovation in clinical care or health service development.
- Contribution to and development of a wider range of community outreach programmes/initiatives

Example of potential weekly schedule

Example of potential weekly schedule (PA split: NHS=5, QUB=5) which should be regarded as flexible and averaged over the year (for example - the post holder could have the ability to clear the schedule of NHS work at times when needing to organise examinations in the annual student assessments)

Illustrative Job Plan

	AM	PM
Monday	09.00-12.00 Ward Round (DPC 0.75)	13.00-17.00 OP Clinic (DPC 1.0)
Tuesday	09.00-13.00 Sub-Specialty session (DPC 1.0)	13.00-17.00 Admin (DPC 0.5)
Wed	09.00-10.00 Trust (DPC 0.25) 10.00-13.00 Trust/CPD (SPA 0.75)	13.00-17.00 QUB (QPA 1.0)
Thursday	09.00-13.00 QUB (QPA 1.0)	13.00-17.00 QUB (QPA 1.0)
Friday	09.00-12.00 CME/CPD (SPA 0.75) 12.00-13.00 QUB (QPA 0.25)	13.00-17.00 QUB (QPA 1.0)
Saturday / Sunday	Out of hours (DPC 1.0)	

Summary of 10 Programmed Activities (PAs):

DPC 4.25

QPA 4.25

SPA 1.5

Total = 10.00

Emergency Work

This section includes all of your prospective emergency on-call work and the agreed availability for on-call.

Agreed on-call rota	1:10
Agreed category	A
On-call supplement	3%