

## Candidate Information

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

### JOB PURPOSE

To strengthen 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 undertake research 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.**

### RESEARCH

- Develop the research activities of the School by sustaining a personal research plan in the agreed areas of cardiovascular medicine.
- Secure external funding as a principal investigator from nationally and/or internationally competitive sources to develop and support your research programme.
- Continue to develop a record of high quality research outputs that are at an international level of excellence.
- Sustain high quality research-related contributions through conference papers and presentations.
- Supervise PhD and MD students, including clinical research fellows, to successful completion.
- 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.

### TEACHING

- Provide teaching particularly in your area of expertise in the undergraduate programmes of the School.
- Participate actively in postgraduate programmes/training within the School as appropriate.
- Contribute to the enhancement of quality teaching within the subject, school or faculty.
- Contribute to the design of innovative teaching programmes
- Act as internal examiner for undergraduate and postgraduate students
- Undertake some teaching-related administrative tasks.

### ADMINISTRATION/CONTRIBUTION TO COMMUNITY

- 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.
- Play an important role in relevant aspects of administration within the Centre for Experimental Medicine, School and as appropriate the BHSCT. Additionally he/she may be asked to undertake other administrative duties by the University from time to time.
- Serve, as appropriate, on Centre/School/University/Trust committees
- Take on administrative duties within the Belfast HSC Trust commensurate with his/her commitments and together with clinical colleagues help with the development of relevant clinical services within the Belfast HSC Trust and any future developments which emerge from the DHSSPS.

- Act as mentor or appraiser to University and clinical colleagues advising on their personal development and ensuring that that they are meeting the standards required
- 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.

## CLINICAL SERVICE INFORMATION

### The Cardiology Department BHSCT

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 BHSCT is a regional primary PCI centre with 750 PPCI activations per annum. The BHSCT 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 C McCann

Dr N Cromie

Dr B McClements

Dr LJ Dixon

Dr N McKeag

Dr C Hanratty

Dr A McNeice

Dr N Herity

Dr A Muir

Dr N Johnston

Dr C Murphy

Dr P Johnston

Dr S Maynard

Dr E Lau

Dr C Owens

Dr C Lockhart

Dr MJD Roberts

Dr G Manoharan

Dr M Spence

Dr D McCall

Dr S Walsh

**QUB Joint appointments**

Dr M Harbinson

Prof PP McKeown

**Consultant Paediatric Cardiologists**

Dr F Casey

Dr A Sands

Dr B McCrossan

Dr B Grant

Dr BG Craig

**Non Consultant Career Grade**

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:**

The main clinical activities/responsibilities of the post holder are as follows:

- Hold an Honorary Consultant contract in a cardiovascular specialty within 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 a relevant area of subspecialist interest.
- 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, on-call and specialty practice, as appropriate. 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.

### **PLANNING AND ORGANISING:**

- Be involved in strategic planning for the School/work unit and may contribute to the University's strategic planning process
- Plan, organise and deliver research, teaching, clinical service, consultancy etc and ensure that resources are available to support these.
- 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 programmer areas, as course leader or equivalent, by for example coordinating 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 research, teaching, clinical or outreach activities.
- Mentor colleagues with less experience and advise on personal development
- Contribute along with colleagues to the overall management of the Centre and clinical service in areas such as academic/business planning, resource and budget planning.

### **INTERNAL AND EXTERNAL RELATIONSHIPS:**

- Communicate complex and conceptual ideas to students as well as to peers using high level skills and a range of media
- Member of the Centre/School/University/Trust committees relevant to their administrative duties.
- Collaborate with other academics within School.
- Participate in and develop networks, for example to identify sources of funding, contribute to student recruitment, act as website editor, secure student placements, market the institution, facilitate outreach work, generate income, obtain consultancy projects, or build relationships for future activities.
- 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).
- Record of high quality publications at an international level of excellence in internationally recognised journals.
- Record of successfully obtaining significant research funding or other resources to underpin research, as appropriate to the discipline, through competitive national or international peer-reviewed processes
- Research profile that complements the research priorities of the Centre for Experimental Medicine.
- Experience of presenting at national and international meetings and conferences.
- Successful PhD supervision, normally as Primary Supervisor.
- Substantial relevant teaching experience at University 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.
- Clinical experience in a relevant cardiovascular 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.
- Record of and commitment to continuing professional development

- Good presentation skills with the ability to communicate complex information effectively.
- Ability to represent the School on a national and international basis.
- The ability to organise workload and prioritise competing demands.
- Ability to manage resources and staff.
- Commitment and enthusiasm for working collaboratively to advance the teaching and research priorities of the School and clinical service.
- Must be a team player who can develop effective internal and external research and where appropriate practice links.
- 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 and the Honorary Consultant Contract of the Relevant HSC organisation.

#### DESIRABLE CRITERIA

- Completion of a PGCHET (or equivalent) or HEA/Advance HE membership.
- Evidence of developing research methodologies, models, approaches and techniques.
- Experience of supervising research activities of Postgraduate Students, Post-Doctoral Researchers or Clinical Research Fellows.
- 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.

#### 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
<b>Monday</b>	09.00-12.00 Ward Round (DPC 0.75)	13.00-17.00 OP Clinic (DPC 1.0)
<b>Tuesday</b>	09.00-13.00 Sub-Specialty session (DPC 1.0)	13.00-17.00 Admin (DPC 0.5)
<b>Wednesday</b>	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)
<b>Thursday</b>	09.00-13.00 QUB (QPA 1.0)	13.00-17.00 QUB (QPA 1.0)
<b>Friday</b>	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)
<b>Saturday / Sunday</b>	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%