



2 August 2021

To: All Hospital Specialty Registrars at STR 3 or above

Re: Clinical Academic Training Programme at Queen's University

Queen's University Belfast in partnership with the Northern Ireland Medical and Dental Training Agency (Northern Ireland Postgraduate Deanery) and the relevant Health and Social Care Trust provide Clinical Academic Training opportunities in research and education. These posts offer candidates a comprehensive experience in clinical academic medicine alongside internationally recognised clinicians and researchers.

We are seeking highly motivated, enthusiastic individuals wishing to excel in both clinical and academic training and who have the ambition to be the next generation of leading academic clinicians. Applications are now invited for Academic Clinical Fellowship (ACF) and Academic Clinical Lecturers (ACL) at ST3 level or above within any discipline in Northern Ireland. **General Practice trainees are encouraged to apply for the programme specific General Practice Academic Research Training Scheme (GPARTS) and are not eligible for ACF positions.**

The ACF post, normally for 2 years or upon conclusion of specialist training. This post attracts an NTN(a). During this period the ACF will participate in clinical training with 25% of their time to undertake research at QUB in the specialty to which they are appointed. They will prepare an application for an externally funded clinical research training fellowship to undertake a PhD/MD.

The ACL post, normally for 3 years or until conclusion of specialist training. This post also attracts an NTN(a). Those appointed at ACL level will already have a postgraduate degree (PhD/MD) or be within six months of submission at time of appointment. They will finish their clinical training while continuing academic development at post-doctoral level with 50% research time at QUB.

Trainees should review the Job Description for the specific criteria. Core clinical competencies will be gained as necessary through access to the essential elements of the training curriculum. Clinical training offers a wide range of opportunities in programmes that have a strong track record in specialty training and academic activities. We strongly advise you to discuss your application with your Training Programme Director.

For candidates who already have a PhD in a relevant field but are early in their training, an individualised training plan may be possible.

For further information please contact Professor Peter Maxwell in the School of Medicine, Dentistry & Biomedical Sciences at Queen's University (A.P.Maxwell@qub.ac.uk).

Applications should be submitted via <https://www.qub.ac.uk/sites/QUBJobVacancies/AcademicOpportunities/>

Closing date: Monday 30 August 2021.

Anticipated interview date: Thursday 14 October 2021.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Ian Steele'.

Dr Ian Steele
Postgraduate Medical Dean
NIMDTA
QUB

A handwritten signature in black ink, appearing to read 'Richard L. Turkington'.

Dr Richard Turkington
Director, Clinical Academic Training
School of Medicine, Dentistry & Biomedical Sciences,



**Call for Applications for a Specialist Training Post
with Academic Training Opportunities**

**ACADEMIC CLINICAL FELLOWSHIP (ACF)
ACADEMIC CLINICAL LECTURER (ACL)**

In Medicine

GENERIC JOB DESCRIPTION

August 2021

Introduction

Queen's University Belfast in partnership with the Northern Ireland Medical and Dental Training Agency (Northern Ireland Postgraduate Deanery) and the Health and Social Care Trusts offer a pathway of academic clinical training opportunities in research and education. Applications are now invited for Academic Clinical Fellows (ACF) and Academic Clinical Lecturers (ACL) at ST3 level or above. These posts offer candidates a comprehensive experience in clinical academic medicine to work alongside internationally recognised clinicians and researchers. We are seeking highly motivated, enthusiastic individuals wishing to excel in both clinical and academic training and who have the ambition to be the next generation of world leading academic clinicians. The ACF post is normally for 2 years or until conclusion of specialist training. This post will be awarded an NTN(a). During this period it is expected that the ACF will complete ST3 or above training with an integrated period of 25% of whole time equivalent academic research training in the specialty to which they are appointed. General Practice trainees are encouraged to apply for the General Practice Academic Research Training Scheme (GPARTS) and are not eligible for ACF positions. Trainees will prepare an application for an externally funded clinical research training fellowship to undertake a PhD/MD. The ACL post is normally for 3 years or until conclusion of specialist training. This post also attracts an NTN(a). Those appointed at ACL level will already have a postgraduate degree (PhD, MD), or evidence from supervisors that it will be submitted within 6 months of the interview, including date of submission. They will finish their clinical training while continuing academic development at post-doctoral level with 50% research time at QUB. Trainees who already have a PhD prior to their medical degree will also be considered for ACL posts.

Deferring the start date of a specialty training programme

Applicants can normally only defer the start of an ACF/ACL post on statutory grounds such as personal ill health or maternity leave. Commencement cannot be deferred for reasons such as research. Applicants who have had a period of ill health or maternity during the training programme from which they are applying will be permitted to defer their entry to an ACF/ACL post by the same period of time (whole time equivalent).

With prior agreement of NIMDTA and QUB it may be possible to start an ACF/ACL post in February of a clinical year rather than the more usual early August starting point of clinical posts.

Areas of Research and Clinical Training Opportunities

No specific areas of research training are specified but should align with current research strategy and activity in QUB. Appointed trainees will be expected to join a Research or Education Centre in the

School of Medicine, Dentistry & Biomedical Sciences in Queen's University, Belfast. The Centres are listed below and further information is available on the web <http://www.qub.ac.uk/schools/mdbs/>

- Patrick G Johnston Centre for Cancer Research (PGJCCR)
- Centre for Public Health (CPH)
- Wellcome Wolfson Institute for Experimental Medicine (WVIEM)
- Centre for Medical Education (CME)

Each candidate will be supported from a host Research Centre or Educational Research within CME (as above). **A letter of support from the Centre Director of your research project must be submitted with this application.**

Normally candidates will have support from a Principal Investigator as a supervisor in one of the Centres within the School of Medicine, Dentistry & Biomedical Sciences. Successful candidates who do not have a clinical academic supervisor will be allocated to a Principal Investigator (PI) in one of the Centres appropriate to their area of research interest.

Organisation of the Programme

Academic Base

Academic Research and Education Centres within the School of Medicine, Dentistry and Biomedical Sciences, Queen's University, Belfast.

Clinical Base

Health and Social Care Trust, or other Health and Social Care Agency and Queen's University Belfast.

Training Structure

Trainees may enter at ST3 level or above of the unified training grade. Core clinical competencies will be gained as necessary through access to the essential elements of the training curriculum. The clinical training bases together provide an appropriate and wide range of clinical opportunities and have a strong track record in specialty training rotation.

Post Details

Title: Academic Clinical Fellowship (ACF) or
Academic Clinical Lecturer (ACL)

Brief Outline

The clinical programme is designed to provide training for those at ST3 level or above and will include rotations in a Northern Ireland Hospital, usually the Belfast Health & Social Care Trust or the Public Health Agency. In all posts there will be a significant research contribution. For those entering at Academic Clinical Fellowship level this will allow trainees to undergo research training and begin a programme of research to develop an application for an externally funded PhD programme. Individuals who have completed a postgraduate degree (PhD/MD) may enter at Academic Clinical Lecturer level and pursue a supervised programme of postdoctoral research, working towards a fellowship application.

Teaching

The post holder will contribute to the undergraduate and postgraduate teaching programmes within the School of Medicine, Dentistry & Biomedical Sciences and will be involved in the assessment of students. In addition, they will have personal mentoring responsibilities for a small group of students on the MB BCh BAO programme.

Clinical Duties

There will be agreed clinical duties in each of the posts in accordance with training needs and will be agreed with the appropriate training committee at NIMDTA.

Academic Clinical Fellow (ACF)	Academic Clinical Lecturer (ACL)
Objectives of the Training Programme	
<p>To obtain core competencies in medicine at ST3 level and above</p> <p>To undertake a programme in research methodology</p> <p>To identify an area of clinical interest to base an application for an externally funded PhD programme (ST3 level or above) or develop a post-doctoral research programme</p>	<p>To obtain core competencies in medicine at ST3 level and above</p> <p>To identify an area of clinical interest to base an application for an externally funded fellowship programme (ST3 level or above) or develop a postdoctoral research programme. To undertake postdoctoral research and complete clinical training in academic medicine. For trainees who already have a relevant PhD appointment at ACL will be considered in light of their training needs</p>
Main Activities and Responsibilities	
<p>This is normally a 2 year full-time training post with an NTN(a) in Academic Medicine. The successful applicant will have achieved evidence of clinical academic achievement and ideally have experience of research such as an intercalated BSc. They should be aiming to pursue a career in academic medicine and to develop a programme of research to apply for a PhD studentship. ACF posts will be 25% research time depending on the clinical training requirements for the individual trainee.</p>	<p>This is normally a 3 year full time training post carrying an NTN(a). The successful applicant will have completed a postgraduate research programme. They should be aiming for a career in academic medicine and developing a research application for a Clinician Scientist Training award. ACL posts will be 50% research time depending on the clinical training requirements for the individual trainee.</p>
Research	
<p>The successful candidate will be expected to develop an area of research interest and apply for research training fellowships e.g. to Wellcome ICAT programme, MRC, Northern Ireland HSC R & D Division. This will be in consultation with the Director of the Centre to which the trainee is appointed.</p>	<p>The successful candidate will be expected to develop a programme of post-doctoral research leading to an application for a clinician scientist scheme or equivalent from a major funding body</p>

EMPLOYEE SPECIFICATION

ESSENTIAL	DESIRABLE	WHEN EVALUATED ¹
EDUCATION AND QUALIFICATIONS		
<ul style="list-style-type: none"> • MB BCh BAO or equivalent medical qualification • Successful completion of relevant College/Faculty Membership examination at time of application • (ACL only) Completion of a PhD or MD programme and submission of their thesis, or evidence from supervisors that it will be submitted within 6 months of the interview, including date of submission. • Eligible for full or limited registration with the GMC at time of appointment • Evidence of achievement of appropriate competencies for stage of training by time of appointment in line with GMC/Good Medical Practice standards, including most recent ARCP outcome if appropriate in Medicine • Hold a National Training Number in Northern Ireland at ST3 level or above by August 2021. 	Postgraduate Certificate in Clinical Education	Application form
EXPERIENCE		
<ul style="list-style-type: none"> • Ability to provide complete details of employment history • Evidence of contributing to teaching and learning of others • (ACL only) Evidence of at least two published papers submitted. 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, eg intercalated degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of active participation in audit • Evidence of participation in clinical/ laboratory research 	Application Form Interview

PRESENTATION		
<p>Excellent written and spoken English.</p> <p>A presentation that demonstrates a logical approach to developing a research project and the research plans are integrated with clinical training path.</p> <p>i. Capacity to think beyond the obvious, with analytical and flexible mind. ii. Capacity to bring a range of approaches to problem solving.</p>		Interview
RESEARCH PLANS		
<ul style="list-style-type: none"> • ACF- explanation of how to develop a competitive application for peer-reviewed external funding to undertake a PhD. • ACL – clear description of how to sustain integrated clinical academic training, maintain publication record and apply for starter grants with medium term goal of applying for intermediate fellowship support (or equivalent). <p>Understanding of research basic research principles, methodology & ethics, with potential to contribute to research Commensurate with level of appointment.</p>	Extracurricular activities / achievements relevant to medicine.	Application form Interview
CONTRIBUTION TO EDUCATION		
Contribution to Education: formal and informal teaching: Knowledge of assessment; additional teaching skills developed e.g. Teaching the Teacher course, Clinical Education (Certificate, Diploma, Masters). Evidence of contributing to teaching & Learning of others.		Interview
INTEGRATION OF CLINICAL AND ACADEMIC TRAINING		
Demonstrates knowledge of training programme, relevant curriculum, competency progression, requirements for ARCP & commitment to own development.		Interview
RESEARCH ETHICS AND CLINICAL GOVERNANCE		
Demonstrates awareness of clinical governance, research ethics principles, safety, confidentiality & consent. Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS employee. Commensurate with level of appointment.		Interview

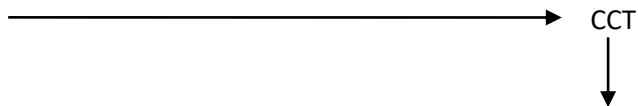
PERSONAL QUALITIES		
<ul style="list-style-type: none"> • Resilience – Capacity to operate effectively under pressure & remain objective in highly emotive/pressurized situations. Awareness of own limitations & when to ask for help. Sustaining momentum in an academic career <p>Other factors</p> <ul style="list-style-type: none"> • Capacity to monitor & anticipate situations that may change rapidly. • Demonstrates effective judgement and decision-making skills. • Capacity to: work effectively in a multi-disciplinary team & demonstrate leadership when appropriate; establish good working relations with others. • Capacity to manage time, prioritise workload, balance urgent & important demands, follow instructions. Understand importance & impact of information systems. • Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning & reflective/analytical approach to practice. 		Application Form Interview
SPECIAL FACTORS		
<ul style="list-style-type: none"> • Satisfactory Vetting/Barring Scheme • Up to date clinical experience and fit to practice safely. • Meets professional health requirements (in line with GMC standards/Good Medical Practice). 		Application form References RTW checks Access NI Checks Application form Pre-employment health screening
PROBITY		
<ul style="list-style-type: none"> • Professional Integrity: Takes responsibility for own actions, demonstrates respect for the rights of all. Demonstrates awareness of ethical principles, safety, confidentiality & consent. Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS employee 		Application form Interview References

COMMITMENT TO SPECIALITY		
<p>• Learning & Development: Shows realistic insight into the relevant specialty and the demands of lifestyle. Demonstrates knowledge of training programme & commitment to own development. Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning & reflective/analytical approach to practice</p>		<p>Application form Interview References</p>

EMPLOYEE SPECIFICATION **SELECTION CRITERIA**

- 1 'when evaluated' is indicative, but may be carried out at any time throughout the selection process
- 2 'A selection criteria is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.
- 3 Any time periods specified in this person specification refer to full time equivalent

ACADEMIC TRAINING PATH
Northern Ireland



The timings of personal fellowships are indicative – there should be flexibility according to individual career progression

Medical School	Foundation Programme	CORE TRAINING	Hospital Specialist Training	Academic position
<ul style="list-style-type: none"> MB Intercalated BSc, MPH, MRes Summer Studentships MB/PhD Graduate Entry Training 	<ul style="list-style-type: none"> Academic Foundation Year F1 F2 	Core Training 1 - 3	<p>Academic Status</p> <p>Academic Clinical Fellowship (ACF) Academic Clinical Lectureship (ACL)</p> <p>Clinical Training 1 2 3 4 5</p> <p>Personal Fellowship</p> <ul style="list-style-type: none"> Clinical Research Fellows 3 years Clinician Scientist Fellowship or Educational Training up to 4 years 	<ul style="list-style-type: none"> Senior Lecturer Further specialty / sub-specialty training Senior Clinical Fellowship

Academic F2 : Academic F2 training posts are for 4 months.

Hospital Specialty ACF/ACL: Trainees already appointed at ST3 or above are eligible to apply. Trainees who have undertaken postgraduate research (PhD or MD) should have already submitted their thesis, or be within six months of submission.

GP ACF/ACL: Trainees already appointed at ST2 or above are eligible to apply. Trainees who have undertaken postgraduate research (PhD or MD) should have already submitted their thesis, or be within six months of submission.

Career Pathway

ACFs who are successful in achieving research funding and who achieve clinical and academic training targets will normally move into a period of full time research in a funded PhD training programme at the end of Year 2. They will then be eligible to progress into the clinical lecturer grade in their post-doctoral period whilst they complete higher specialist training and prepare for a senior academic career post. The selection of candidates at ACF level is enhanced by the opportunities offered to able individuals by the creation of academic F2 posts. These initiatives have the added benefit of providing further stimulation to academic strategy in those research themes into which trainees are recruited.

Those appointed to an ACL post will be expected to compete for clinician scientist schemes and apply for external funding to undertake research

SCHOOL OF MEDICINE, DENTISTRY & BIOMEDICAL SCIENCES PRIVACY NOTICE
Applicants to Academic Clinical Lecturers (ACL) and
Academic Clinical Fellows (ACF) posts

Queen's University Belfast ("we", "us" and "our") is committed to protecting your personal data. The notice is addressed to applicants for Academic Clinical Lecturers (ACL) and Academic Clinical Fellows (ACF) posts ("you" and "your"). This Privacy Notice tells you why we need to collect personal information about you, what we will do with it, and how we will look after it. It also tells you about your legal rights in relation to your Personal Data. If you have any questions about this privacy notice, please contact us. Contact details are provided below.
staff.

Trainees who are registered students of Queen's University Belfast should also refer to the **University's Student Privacy Notice** available at <http://www.qub.ac.uk/about/Leadership-and-structure/Registrars-Office/Information-Compliance-Unit/Data-Protection/> in relation to how we collect and use your personal data as a student.

Trainees who are employees/staff of the University should also refer to the **University's Staff Privacy Notice** at in relation to how we collect and use your personal data as a member of staff.

WHO WE ARE

We are Queen's University Belfast, a university with a reputation for excellence in education and research and a member of the Russell Group. Founded in 1845 as Queen's College Belfast, we became an independent university in 1908. The Postgraduate and Professional Development Office is located within the School of Medicine, Dentistry & Biomedical Sciences, Whitla Medical Building, 97 Lisburn Road, Belfast, BT9 7BL.

HOW YOUR PERSONAL DATA IS COLLECTED

- Information you provide:** Through the application process for the posts of ACL and ACF training posts you will be required to provide certain information, such as your name, Deanery, student number, contact details, project details, GMC/GDC number, specialty, training posts. This is known as your "Personal Data". We may also ask you for some special categories of information (for example [criminal convictions, health, religion] and equal opportunities information). This is known as your "Sensitive Personal Data".
- Data from other sources:** We also collect information about you from other sources and this also forms part of "Personal Data". This includes information from:
 - Northern Ireland Medical and Dental Training Agency (NIMDTA) will forward all application paperwork submitted to them. The application form and any information provided will be restricted to designated persons within NIMDTA, QUB, HSC Trust/s and other persons who need to see it as part of the selection process and who are authorised to do so.
 - NIMDTA to provide details on your current HSC trust and details on your expected posting at commencement of post. This will include, service group, service manager, clinical director, Clinical Supervisor in HSC Trust and Educational Supervisor in HSC Trust.
 - If successfully appointed to a training post, information may be passed to designated persons in your first or lead employing organisation and any HSC Trust through which you rotate to facilitate your appointment to include requesting a staff transfer form to determine appropriate salary and request out-of-hours requirements to determine banding payments.

- We also collect data about you from past employers, local public services and the Police – for use in Access NI checks or similar background checks – local and national government agencies, occupational health, training and accrediting bodies and persons listed in your applications as personal references.

HOW WE USE YOUR PERSONAL DATA

3. We use your Personal Data and Sensitive Personal Data in the following ways:
 - For the purposes of processing your application for the post of an Academic Clinical Lecturer or Academic Clinical Fellow.
 - To ensure the smooth transition of successfully appointed candidate/s from an HSC Trust to QUB who will be responsible for making salary and out-of-hours banding payments.
 - For equal opportunities monitoring purposes.

LEGAL BASIS FOR COLLECTING AND USING YOUR PERSONAL DATA

4. We will only use your Personal Data if we have valid reasons for doing so. These reasons are known as our “legal basis for processing”. In certain circumstances we may ask for your consent to process your information. At other times we may be required to process your information to enable us to fulfil our part of the contract we have with you. There are circumstances where we have a legitimate interest to process your personal data, for example to provide you with a service which you have requested. The legal bases for processing your Personal Data are,
 - **Legitimate Interest** – Queen’s is required to collect, process and share relevant data with NIMDTA and , where appropriate, with your HSC employer in order to carry out our official functions as a Local Education Provider for postgraduate medical and dental training.
 - **Legal Obligation** - NIMDTA are responsible for the educational governance of all approved foundation programmes and specialty training including GP and Dental training programmes. Deaneries are expected to demonstrate compliance with the standards and requirements that are set out by the General Medical Council and General Dental Council.
 - **Vital Interest of patient safety** - We are required to collaborate closely with NIMDTA to meet the GMC and GDC standards for postgraduate medical and dental education and the directives of the Department of Health and to ensure that doctors and dentists in training gain the requisite knowledge, skills, attitudes and qualifications to become capable practitioners. Patient safety is at the core of the standards and education and training should only take place where patients are safe, the care and experience of patients is good and education and training are values.

WHO WE SHARE YOUR DATA WITH

5. In line with our Data Protection Policy and Procedures we can share your information, including Personal Data and Sensitive Personal Data, with the following parties for the purposes set out above for the reasons outlined in section 3:
 - The Northern Ireland Medical and Dental Training Agency (NIMDTA);
 - Your Health and Social Care Employer, where appropriate;
 - and other persons who are part of the selection process

DATA PROCESSING OUTSIDE EUROPE

6. We will not transfer your Personal Data and Sensitive Personal Data outside of the European Economic Area.

HOW LONG YOUR INFORMATION WILL BE KEPT

7. We will keep your personal data only as long as is necessary for the purpose(s) for which it was collected, and in accordance with the University's Records Management Policy. We will only keep your information if we need it for one of the reasons described above. We place great importance on the security of the Personal Data that we hold, including the use of physical, technological and organisational measures to ensure your information is protected from unauthorised access and against unlawful processing, accidental loss, alteration, disclosure, destruction and damage.

YOUR RIGHTS

8. The Data Protection Act 2018 provides you with a number of legal rights in relation to your Personal Data, including the right:
 - to request access to your Personal Data;
 - to request correction of your Personal Data that is wrong or incomplete;
 - to request erasure or the restriction of processing of your Personal Data;
 - to request the transfer of your Personal Data in a structured; commonly used machine-readable format;
 - not to be subject to automated decision making; and
 - to withdraw your consent.
9. If you wish to exercise any of the rights set out above, or require further information about any of the rights, please contact us.
10. Where we need to collect your Personal Data, whether for the purposes of providing a service you have requested or under the terms of a contract we have with you, and you fail to provide that information when requested, we may not be able to provide the service or perform the contract. We may, therefore, have to cancel the contract or the service we provide to you but we will notify you if this is the case at the time.
11. There may also be times where we cannot stop using your Personal Data when you ask us to, but we will tell you about this if you make a request.

CONTACTING US

12. If you have any questions or comments about this privacy notice, the University's Data Protection Officer can be contacted at:

Data Protection Officer
Registrar's Office
Lanyon South
Queen's University Belfast
University Road
BT7 1NN
info.compliance@qub.ac.uk

COMPLAINTS

13. You have the right to complain about how we treat your Personal Data and Sensitive Personal Data to the Information Commissioner's Office (ICO). The ICO can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane

Wilmslow
Cheshire
SK9 5AF

CHANGES TO THIS NOTICE

14. We may update this Privacy Notice from time to time. We will notify you of the changes where we are required by law to do so.