



ACADEMIC CLINICAL FELLOWSHIP (ACF)

ACADEMIC CLINICAL LECTURER (ACL)

In Dentistry

Job Description and Employee Specification

February 2022

JOB DESCRIPTION

Academic Clinical Fellow (ACF)	Academic Clinical Lecturer (ACL)
Objectives of the Training Programme	
To obtain core competencies in Dentistry at StR level. To undertake a programme in research methodology. To identify an area of clinical interest to base an application for an externally funded PhD programme.	To obtain core competencies in Dentistry at StR level. To identify an area of clinical interest to develop a postdoctoral research programme. To undertake postdoctoral research and complete clinical training in academic dentistry.
Main Activities and Responsibilities	
The ACF post is normally for 2 years or until completion of specialty training. Successful applicants will be issued with an Academic NTN. 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 Dentistry 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.	The ACL post is normally a 3 year or until completion of specialty training. Successful applicants will be issued with an Academic NTN. Applicants for an ACL must have a minimum of 6 months of training remaining from post start date to completion of specialty training. For trainees with less than 12 months of training remaining who will not have an opportunity to extend their CCT date at ARCP, please note appointment will be subject to an extension of their CCT date or confirmation that their CCT date will remain unchanged. (Please refer to the guidelines on resetting the CCT date of Academic Clinical Lecturers (ACL) in Northern Ireland on page 5 of the job description for further information.) The successful applicant will have completed a postgraduate research programme to PhD level. They should be aiming for a career in academic dentistry 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.

Research	
The successful candidate will be expected to develop an area of research interest and apply for research training fellowships e.g. to ICAT programme, UKRI/MRC, Wellcome Trust, Northern Ireland HSC R & D Division. This will be in consultation with the Director of the Centre to which the trainee is appointed.	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

EMPLOYEE SPECIFICATION

ESSENTIAL	DESIRABLE	WHEN EVALUATED ¹
EDUCATION & QUALIFICATIONS		
- BDS or equivalent dental qualification. - Full registration with the GDC - Be a Dental Specialty Trainee, holding a national training number (NTN) in Northern Ireland. (ACL only) Completion of a PhD programme and submission of a thesis, or evidence from supervisors that it will be submitted within 6 months of interview, including date of submission.	MFDS or equivalent Postgraduate Certificate in Clinical Education	Application form
EXPERIENCE		
- Experience in the clinical supervision of ungraduated dental students (ACL only) Evidence of at least two papers submitted. - Evidence of achievement of appropriate competencies for stage of training by time of appointment - Evidence of postgraduate, clinical experience in hospital-based Dentistry - Up-to-date clinical experience in a range of contemporary techniques and practices in specialty area of Dentistry. - Ability to provide complete details of employment history. - Evidence of contributing to teaching & learning of others.	- Evidence of relevant academic & research achievements, e.g. intercalated degrees, prizes, awards, distinctions, publications, presentations, other achievements. - Evidence of active participation in audit. - Evidence of participation in clinical/ laboratory research.	Application form and Interview

PRESENTATION		
Excellent written and spoken English. A presentation that demonstrates a logical approach to developing a research project and the research plans are integrated with clinical training path i. Capacity to think beyond the obvious, with analytical and flexible mind. ii. Capacity to bring a range of approaches to problem solving.		Interview
RESEARCH PLAN		
• ACF- Plan to develop a competitive research project suitable for external peer-reviewed funding to allow the applicant to undertake a PhD (evaluated at interview) • ACL – Plan to develop and sustain a clinical academic career including a record of publications, grant applications, scholarly activity (including education) and early-stage career clinical academic post (evaluated at interview) Understanding of basic research principles, methodology & ethics, with potential to contribute to research commensurate with level of appointment.	Extracurricular activities / achievements relevant to medicine.	Application form Interview
CONTRIBUTION TO EDUCATION		
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. N.B. Each 12 months of ACF training should count to 12 months clinical training. Each 12 months of ACL training may contribute 6 months towards clinical training.		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 & Responsibility of an NHS employee.		Interview
PERSONAL QUALITIES		
• Resilience - Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations. • Awareness of own limitations & when to ask for help. Sustaining momentum in an academic career - Other factors • 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.		Interview Application form

SPECIAL FACTORS		
• Eligibility to work in the UK • Satisfactory Vetting/Barring Scheme • Meets professional health requirements (in line with GDC Standards) • Ability to provide complete details of employment history • Meets professional health requirements (in line with GDC Standards). • All appointments will be subject to confirmation of support from your Head of School/TPD. • For trainees with less than 12 months of training remaining who will not have an opportunity to extend their CCT date at ARCP, please note appointment will be subject to an extension of their CCT date or confirmation that their CCT date will remain unchanged. (Please refer to the guidelines on resetting the CCT date of Academic Clinical Lecturers (ACL) in Northern Ireland on page 5 of the job description for further information.)		Application form References RTW checks Access NI Checks Application form Pre-employment health screening
PROBITY		
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		
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		Application form Interview References

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