



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

ACADEMIC CLINICAL FELLOWSHIP (ACF)

ACADEMIC CLINICAL LECTURER (ACL)

In Medicine

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 medicine at ST3 level and above To undertake a programme in research methodology 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	To obtain core competencies in medicine at ST3 level and above. 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
Main Activities and Responsibilities	
This ACF post is normally for 2 year full-time training post 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 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.	This ACL post is normally for 3 years 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 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. 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.
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, 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 AND QUALIFICATIONS		
• 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 2022 with a minimum of 6 months WTE training remaining at August 2022.	Postgraduate Certificate in Clinical Education	Application form
EXPERIENCE		
• 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.	• 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		
Excellent written and spoken English.		Interview

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.		
RESEARCH PLANS		
• 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). Understanding of research 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		
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		

• 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 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.		Application Form Interview
SPECIAL FACTORS		
• 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). • 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

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