



Candidate Information

Position: Clinical Senior Lecturer (Education) in Pathology
School/Department: School of Medicine, Dentistry and Biomedical Sciences
Reference: 22/109849
Closing Date: Monday 20 June 2022
Salary: £84,975 - £114,567 per annum
Anticipated Interview Date: Tuesday 26 July 2022

JOB PURPOSE:

To strengthen the clinical academic base of Pathology within the Centre for Medical Education, School of Medicine, Dentistry and Biomedical Sciences at Queen's University Belfast (QUB). To undertake significant teaching at undergraduate and postgraduate levels, engage in scholarly activity and contribute to School/Centre administration/outreach activity and to deliver and enhance clinical services in Pathology.

MAIN ACTIVITIES/RESPONSIBILITIES:

Teaching

1. Communicate complex and conceptual ideas to students as well as to peers using high level skills and a range of media.
2. Develop the teaching and learning activities of the School/Centre, by pursuing new and innovative teaching approaches, taking the responsibility for the quality of course units and delivering a range of teaching, learning and assessment activities including lectures, setting/marking coursework, practicals, and Student Selected Components according to own area of subject specialism.
3. Act as a case-based learning facilitator, portfolio tutor and as a mentor for students.
4. Play a leading part in the development of new approaches to teaching and learning, which are appropriate for the subject area and reflect developing practice elsewhere.
5. Contribute to the quality enhancement of teaching within the subject, Centre, School, and Faculty, ensuring that course design and delivery comply with the appropriate benchmarks and regulations.
6. Develop and advise others on learning and teaching tasks and methods.
7. Design and be responsible for course/s, delivered by others, preparing the teaching materials and being responsible for the assessment.
8. Act as internal examiner for undergraduate and postgraduate students.
9. Contribute to the development of teaching and learning policy locally, and to debate nationally about policy, methods and practices through publications, conference activity and roles that advance quality.
10. Develop and enhance links with relevant professional bodies to ensure that teaching reflects current best practice in own area of subject specialism.

Scholarly Activity

1. Engage in pedagogic and practitioner research and other scholarly activities and work in conjunction with others to apply subject knowledge to practice of the subject.
2. Develop proposals and lead funding bids for external contract work that might involve, for example, publishing materials for use within the profession.
3. Engage in scholarly activity that will enhance the national/international reputation of the School/Centre. Such activities may include membership of committees of academic bodies, journal editorships, consultancy/technology transfer projects, entrepreneurial activity.
4. Maintain and develop teaching and subject expertise.

Administration/Contribution to Community

1. Contribute significantly to the development and running of the School/Centre by taking on appropriate school/Centre coordinating roles. Such duties may include, for example, Advisor of Studies, Module/ Year/ Programme Coordinator, or other recognised official University roles.
2. The appointee will play an important role in relevant aspects of administration within the School/Centre and, as appropriate, within the BHSCT. Additionally, the post holder may be asked to undertake other administrative duties by the University from time to time.
3. Serve, as appropriate, on School/ Centre/ University/Trust committees.
4. Take on administrative duties within the Belfast HSC Trust commensurate with the post holder 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 Department of Health.
5. Act as mentor or appraiser to university and clinical colleagues advising on their personal development and ensuring that they are meeting the standards required.
6. Liaise with the relevant academic and clerical student support staff within the Centre to ensure, as far as practicable, that all student support issues are dealt with in a timely, sympathetic, and effective manner.
7. Contribute to the management of quality, audit, and other external assessments.
8. Contribute to the School/Centre outreach strategy by designing or delivering community outreach programmes and developing external links.

Clinical

1. 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.
2. Undertake clinical sessions appropriate to the specialty and as agreed on appointment/ in the integrated annual job plan.
3. Provide a professional service in an area of subspecialist interest as agreed in the job planning process.
4. Undertake supervision, management, and training of junior medical staff along with other professions associated with the post holder specialist area.
5. 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.
6. Provide leadership in the delivery and integration of education and research between colleagues the Trust(s) and University and, also with students at both undergraduate and postgraduate levels.
7. 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.
8. 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 academic PAs will also include 0.75 SPA. The DCCs will be made up of histology / cytology reporting and MDT meeting attendance, as appropriate. The sub-specialty area for clinics can be negotiated with the appropriate Clinical Lead. 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.

General NHS Responsibilities

1. 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 the post holders commitment to the Trust by regular attendance and the efficient completion of all allocated tasks.
2. All staff including clinical academics must comply with the Belfast Health and Social Care No Smoking Policy.
3. All duties must be carried out in compliance with the Belfast Health and Social Care Trust Health and Safety Policy and statutory regulations.
4. The Trust is an Equal Opportunities Employer. Appointees are required to adhere to the Trust's Equal Opportunities Policy throughout the course of the post holders employment.

5. 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.
6. 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."
7. 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.

PLANNING AND ORGANISING:

1. Responsible for the delivery of own educational programmes.
2. Be involved in strategic planning for the School/Centre and may contribute to the University's strategic planning process.
3. Plan and deliver teaching and/or consultancy or similar programmes and ensure that resources are available.
4. Undertake Continuous Professional Development relevant to both the academic and clinical components of the post.

RESOURCE MANAGEMENT RESPONSIBILITIES (e.g., finance, people, equipment, etc.):

1. 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.
2. Develop and manage staff and resources, in support of major teaching, administrative, clinical and outreach activities.
3. Act as personal mentor to peers and colleagues.
4. Contribute to the overall management of the School/Centre, in area such as budget and business planning and appraisal.

INTERNAL AND EXTERNAL RELATIONSHIPS:

1. Lead and develop internal networks for example participating in university committee/s.
2. Lead and develop links with external networks, for example, with professional associations, external examiners, and assessors.
3. Develop links with external contacts such as other educational bodies, employers, and professional bodies to foster collaboration.

ESSENTIAL CRITERIA:

1. Primary Medical Degree.
2. Higher degree (Masters or equivalent in a relevant subject area).
3. Full Registration with the General Medical Council.
4. Inclusion on the relevant Specialist Register or eligible for inclusion within six months of the interview date.
5. Post registration qualification (Membership of relevant Royal College or equivalent by examination).
6. Sustained record of high-quality outputs relevant to the discipline or its teaching.
7. Success in obtaining external funding for development of teaching, learning or assessment in the subject discipline or in teaching-related activities.
8. Collaboration in and/or support of significant projects either in the subject discipline or in teaching-related activities.
9. Substantial teaching experience at university level.
10. Evidence of contribution to the successful delivery, enhancement, or review of particular, modules.
11. Experience of delivering high quality teaching as evidenced by positive feedback received from students, colleagues, and external examiners.
12. Clinical experience in Pathology and evidence of progression appropriate to career stage.
13. Experience in the management of clinical service in the relevant specialty.
14. Contribution to a wide range of administrative tasks at a strategic level.
15. 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.
16. Ability to be involved in productive external collaboration with industry/community organisations/other institutions.
17. Ability to provide effective leadership for groups and activities with substantial impact on finance and other resources and/or the reputation of the University.
18. Understanding of resource management processes and skills to apply them effectively.
19. Record of and commitment to continuing professional development.
20. Good presentation skills with the ability to communicate complex information effectively.

21. Ability to represent the Centre on a national and international basis.
22. Presentation of papers at conferences.
23. The ability to organise workload and prioritise competing demands.
24. Ability to manage resources and staff.
25. Commitment and enthusiasm for working collaboratively to advance the teaching and research priorities of the school and clinical service.
26. Must be a team player who can develop effective internal and external research and where appropriate practice links.
27. 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/ Disclosure and Barring Check
28. 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:

1. Completion of a PGCHET (or equivalent) or HEA membership.
2. Higher degree (PhD, MD or equivalent).
3. Involvement with national/international conference organisation.
4. Experience in programme management and in the development and enhancement of undergraduate and/or postgraduate curricula and assessment methods.
5. Evidence of innovation in clinical care or health service development.