



Candidate Information

Position:	Clinical Professor in Medical Oncology
School/Department:	Centre for Cancer Research and Cell Biology
Reference:	18/106964
Closing Date:	Wednesday 12 December 2018
Salary:	£76,761 - £103,491 per annum
Anticipated Interview Date:	Wednesday 16 January 2019

JOB PURPOSE:

The principal aims of the Professorship are:

To provide leadership within the clinical academic base of Medicine within the Centre for Cancer Research and Cell Biology (CCRCB), School of Medicine, Dentistry and Biomedical Sciences at Queen's University Belfast (QUB) and the Belfast Health and Social Care Trust (BHSCT).

To provide leadership in the development and delivery of an innovative research programme in the appropriate field of medical oncology in line with the research strategy of CCRCB and the School (see below), to teach at undergraduate and postgraduate level, to contribute to School's administration/outreach activity and to deliver and enhance clinical service in medical oncology.

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.

1. Research

- Plan and lead translational and clinical research/scholarly activities of outstanding quality and national/international repute in the agreed disease/therapeutic area of medical oncology which should fit with the research focus of CCRCB (see below).
- Oversee staff teams and resource management processes necessary to deliver research plans.
- Lead major funding bids which develop and sustain research support for the candidate's area of medical oncology and advance the reputation of the School and the University.
- Lead the process of acquiring, analysing and interpreting research data and information, ensuring appropriate techniques, approaches, models and methods are selected, developed and devised for the purpose.
- Secure the publication of key results in leading journals and/or books which further develop an already sustained individual and team reputation in the candidate's area of medical oncology.
- Sustain high quality research-related/scholarly contributions through conference papers and presentations.
- Supervise students in MPhil, MSc, MD and PhD programmes; and supervise and manage research staff
- Provide expert advice to colleagues, students, externally e.g. government bodies, relevant charities and advocacy groups

2. Teaching

- Oversee the development and review of teaching provision in the subject area of medical oncology for all students at all levels.
- Develop and review approaches to teaching which advance techniques and standards locally, contribute to local policy and serve as a contribution to broader debate.
- Make a leading contribution to debate nationally/internationally about teaching and learning policy, methods and practices.
- Develop and teach courses or learning programmes for students at all levels, having overall responsibility for their design and quality.
- Plan and review own teaching load and approach to teaching, and coach others in doing the same.
- Design and supervise practical work where it is part of the course, and advise students on techniques.
- Set and mark coursework, and supervise and advise students at all levels.

- Act as internal and external examiner for undergraduate and postgraduate students.
- Coach and support tutorial groups, developing their knowledge and skills.
- Act as a coach and role-model through excellent practice and mentoring colleagues.
- Ensure the sustained publication of high quality pedagogical research results, through leading publications, books and national/international conferences.

CLINICAL

- Hold an Honorary Consultant contract in medical oncology with the BHSC which will involve a maximum of 5 Health and Social Care (HSC) Programmed Activities agreed through the annual, integrated job plan.
- Undertake clinical sessions appropriate to the candidate's area of medical oncology and as agreed on appointment/in the integrated annual job plan.
- Provide a professional service in an area of medical oncology of his/her choice.
- 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 candidate's area of medical oncology and as agreed on appointment in the integrated annual job plan.

This post will comprise 10 programmed activities, of which 5 will be HSC PAs and 5 will be funded from academic sources. Clinical PAs will include a maximum of 4.25 for direct clinical care (DCC) and 0.75 supporting programmed activities (SPA). The academic PAs will also include 0.75 SPA. The DCC PAs will be made up of a combination of new and review out-patient clinics and systemic anti-cancer therapy (SACT) clinics and ward work as appropriate (see appendix). Participation in the medical oncology consultant on-call rota and in the acute oncology service is desirable but not mandatory and is negotiable with BHSC. The sub-specialty area within medical oncology for clinical work can be negotiated with the appropriate HSC Lead Physician for Specialty in conjunction with the CCRCB Director. The exact timings within the week will be determined in line with the successful candidate's research and teaching areas and the relevant clinical teams within which they will work.

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 in both CCRCB in QUB and the Cancer Centre at the Belfast City Hospital (BCH) site in BHSC.

General HSC 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.
- 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.”

3. Administration/Contribution to Community

- May take responsibility for the appointment, development and management of all staff of all types in the directly managed team.
- Take on administrative duties within the Belfast HSC Trust commensurate with his/her 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 N. Ireland Department of Health.
- Take responsibility for the handling of major processes within the School e.g. with forward planning, financial management, teaching or research quality and admissions.
- Contribute to the running and strategic direction of the University through designated committee representatives or project activities.
- Sit on national and international bodies; act as an advisor to government and in any other external advisory capacity.
- Manage responses to government consultations and policy, where appropriate, and acting as lead University spokesperson with regard to the subject.
- Design and deliver new community outreach programmes/Initiatives so that University's overall contribution to the educational, economic, cultural and social life is enhanced within Northern Ireland.

PLANNING AND ORGANISING:

- Plan and deliver research, teaching and outreach programmes and ensure that resources are available. Will involve substantial forward planning over a number of years.
- Be involved in strategic planning over a number of years for the School/work unit and contribute to the Institution's strategic planning process.
- Contribute to the management of quality, audit and other external assessments.

RESOURCE MANAGEMENT RESPONSIBILITIES

- 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.
- Develop and manage staff and resources, in support of major research, teaching or outreach activities.
- Act as personal mentor to peers and colleagues.
- Contribute to the overall management of the School/work unit, in areas such as budget and business planning.
- Contribute to the School and/or strategic impact on the University through leading or contributing to broader processes committee and project management activities.

INTERNAL AND EXTERNAL RELATIONSHIPS:

- Lead and develop internal networks for example by chairing and participating in Institutional committee/s.
- Lead and develop links with external networks, for example, with external examiners and assessors.
- Develop links with external contacts such as other educational bodies, employers, and professional bodies to foster collaboration.
- Act as spokesperson for the University by responding to government consultations and policy.

RESEARCH FOCUS OF THE QUB CENTRE FOR CANCER RESEARCH AND CELL BIOLOGY:

Our integrated clinical, translational and basic scientific research programmes address clinically unmet needs. Our principal objective is to promote evidence-based, innovative research including clinical trials which will underpin improved patient outcomes in high incidence solid tumours of genito-urinary, gastro-intestinal, breast, lung and ovarian origin, and in specific blood cancers. Our unifying research theme is to develop translational outputs, in the form of biomarkers and/or novel therapeutic strategies that enable CCRCB to be at the forefront of personalised cancer medicine in these prevalent diseases.

ESSENTIAL CRITERIA

- Primary Medical Degree.
- Higher degree (PhD, MD or equivalent).
- Eligible for Full Registration with the GMC.

- Eligible for entry on the GMC Specialist Register for Medical Oncology via (i) CCT, or (ii) CESR, or (iii) European Community Rights (or eligible for inclusion within six months of the interview date).
- Post registration qualification (Membership of relevant Royal College or equivalent by examination).
- Sustained record of publications at an international level of excellence in high quality, internationally recognised journals.
- Sustained record of playing a leading role in successful bids for competitive, peer-reviewed national or international grants or other awards with significant external peer reviewed research funding as a Principal Investigator over a sustained period.
- Successful, sustained postgraduate student supervision as primary supervisor normally at PhD level.
- Strong research collaborations outside current institution and experience in leading or making significant contribution to interdisciplinary teams.
- Recognised international expert in subject field as evidenced by for example a sustained record of invited talks at international conferences/ events and UK and/ or international Higher Education Institutions or a track record of invited keynote or plenary lectures at conferences of national and international significance
- Experience of teaching students and in the supervision of students at undergraduate and/or postgraduate level.
- Experience of management in the research context and administration pertinent to teaching and research in a university setting.
- Contribution to administrative tasks at a strategic level.
- Experience of mentoring/training/management of colleagues
- Evidence of strong clinical/academic leadership with the ability to set strategic direction, influence policy and strategy, motivate colleagues and deliver change.
- Clinical experience in medical oncology and evidence of progression appropriate to career stage.
- Experience in the management of clinical service in medical oncology.
- Ability to develop, manage and effectively execute original lines of research.
- Record of and commitment to continuing professional development.
- A clear communicator, written and oral.
- Able to provide effective teaching to undergraduate and postgraduate students.
- Able to present research and other plans and reports to the wider academic community and non-academic audiences
- Must have a clear commitment to interdisciplinary working.
- Must be a team player who can develop effective internal and external research and where appropriate practice links.
- Must be a dynamic, enthusiastic individual who wishes to avail of an opportunity to build an interdisciplinary research programme of international standing and is able to demonstrate a commitment to the realisation of the Centre's/School's strategic research objectives.
- Ability to provide strategic research leadership and act as a role model for young scientists and educators.
- 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 be able to undertake clinical duties at a consultant level and comply with the Honorary Consultant contract of the relevant HSC organisation.
- Must be prepared to travel to present research at international and national meetings.

DESIRABLE CRITERIA

- Completion of a PGCHET (or equivalent) or HEA membership
- Have obtained significant Research Council, Charity or International funding.
- Editor/editorial board membership of scientific or clinical journals
- Successful entrepreneurial activity.
- Organisation of national and international conferences.
- Evidence of course co-ordination and the development and enhancement of curricula and assessment methods.
- Introduction/deployment of innovative teaching methodologies.
- A clear vision for the development of health/medical/biomedical education as it relates to field of expertise.
- Evidence of innovation in clinical care or health service development.
- Contribution to and development of a wider range of community outreach programmes/initiatives

APPENDIX -

Example plan of potential weekly schedule and information on academic and clinical teams

https://hr.apps.qub.ac.uk/jobs/18_106964/APPENDIX.pdf?ts=1541759212