

Candidate Information

Position:	Clinical Professor – Health Technology Assessment in Ophthalmology
School/Department:	Centre for Public Health
Reference:	19/107735
Closing Date:	Wednesday 4 September 2019
Salary:	£76,761 - 103,491 per annum
Anticipated Interview Date:	Monday 14 October 2019

JOB PURPOSE:

The principal aim of the Professorship is to provide leadership within the clinical academic base of Medicine within the Centre for Public Health, School of Medicine, Dentistry and Biomedical Sciences at Queen's University Belfast (QUB) and the Belfast Health and Social Care Trust (BHSCT); lead the development and delivery of the Evidence-Based Technology Assessment service for Ophthalmology, an innovative research programme that will (1) synthesize evidence that will be useful to inform policy makers, clinicians and guidelines developers, and patients regarding the effectiveness of technologies for eye diseases (therapies, diagnostic tests, models of care), in collaboration with the Cochrane Eyes and Vision Group (2) identify gaps in current evidence and (3) lead and support primary research; teach at undergraduate and postgraduate level; contribute to the School's administration/outreach activity; and deliver and enhance clinical services.

MAIN ACTIVITIES/RESPONSIBILITIES

The following profile describes the type of work that typically is required of academic staff at this level. It is not expected that an appointee will carry out all the activities mentioned below and some may carry out additional duties.

1. Research

- Plan and lead interdisciplinary research/scholarly activities of outstanding quality and national/international repute in public health and health services research, particularly in relation to ophthalmology.
- Oversee, supervise and manage researchers, staff teams and resource management processes necessary to deliver research plans.
- Lead major funding bids which develop and sustain research support for public health and health services research, particularly in relation to ophthalmology and that 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 subject area.
- Sustain high quality research-related/scholarly contributions through conference papers and presentations.
- Supervise MPH, MSc, MD and PhD students, including clinical research fellows, to successful completion.
- Provide expert advice to colleagues, students, externally e.g. government bodies.

2. Teaching

- Oversee the development and review of teaching provision in the subject area 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 research results, through leading publications, books and national/international conferences.

CLINICAL

- 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.
- Undertake clinical sessions appropriate to the specialty and as agreed on appointment/in the integrated annual job plan.
- Provide a professional service in an area of subspecialist interest 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 specialty and as agreed on appointment in the integrated annual job plan.

This post will comprise 10 programmed activities. Normally this would comprise 5 health service PAs (4.25 DCC and 0.75 SPA) and 5 academic PAs. The academic PAs will also include 0.75 SPA. The DCCs will be flexibly constituted from a combination of out-patient clinics, ward work and on-call, as appropriate. The sub-specialty area for clinics can be negotiated with the appropriate Lead Physician for Specialty. The exact timings within the week will be determined in line with the successful candidate's research and teaching areas.

Please note the following:

- For candidates who are surgically trained and would like to continue with surgery: a cataract surgery list is likely to be possible in the Regional Surgical and Assessment Centres however sub-speciality theatre is unlikely to be available in the foreseeable future.
- For Medical Retina candidates: as space at the Macular Service is problematical at present, a flexible approach to clinical sessions would be required.

General NHS 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 Trust No Smoking Policy.
- All duties must be carried out in compliance with the Belfast Health and Social Care Trust Health and Safety Policy and statutory regulations.
- 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 Department of Health NI.
- 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 act as lead University spokesperson with regard to the subject.
- Design and deliver new community outreach programmes/Initiatives so that the 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. This 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 committees.
- 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.

ESSENTIAL CTIERIA:

1. Primary Medical Degree.
2. Higher academic degree (e.g., PhD or Masters).
3. Full Registration with the GMC.
4. Inclusion on the relevant Specialist Register or eligible for inclusion within six months of the interview date.
5. Sustained record of publications at an international level of excellence in high quality, internationally recognised journals.
6. 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.
7. Successful, sustained postgraduate student supervision as primary supervisor, normally at PhD level.
8. Strong research collaborations outside current institution and experience in leading or making significant contribution to interdisciplinary teams.
9. Recognised international expert in subject field as evidenced by, for example, a sustained record of invited talks at international conferences/ events and/or international Higher Education Institutions.
10. Experience of teaching students and in the supervision of students at undergraduate and/or postgraduate level.
11. Experience of management in the research context and administration pertinent to teaching and research in a university setting.
12. Contribution to administrative tasks at a strategic level.

13. Experience of mentoring/training/management of colleagues.
14. Evidence of strong clinical/academic leadership with the ability to set strategic direction, influence policy and strategy, motivate colleagues and deliver change.
15. Clinical experience in Ophthalmology and evidence of progression appropriate to career stage.
16. Experience in the management of clinical service in Ophthalmology .
17. Ability to develop, manage and effectively execute original lines of research.
18. Record of and commitment to continuing professional development.
19. A clear communicator, written and oral.
20. Able to provide effective teaching to undergraduate and postgraduate students.
21. Able to present research and other plans and reports to the wider academic community and non-academic audiences.
22. Must have a clear commitment to interdisciplinary working.
23. Must be a team player who can develop effective internal and external research and, where appropriate, practice links.
24. 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.
25. Ability to provide strategic research leadership and act as a role model for young scientists and educators.
26. 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.
27. 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. Have obtained significant Research Council, Charity or International funding.
3. Editor/editorial board membership of leading scientific or clinical journals.
4. Successful entrepreneurial activity.
5. Organisation of national and international conferences.
6. Evidence of course co-ordination and the development and enhancement of curricula and assessment methods.
7. Introduction/deployment of innovative teaching methodologies.
8. A clear vision for the development of health/medical/biomedical education as it relates to field of expertise.
9. Evidence of innovation in clinical care or health service development.
10. Contribution to and development of a wider range of community outreach programmes/initiatives