



Candidate Information

Position:	Clinical Professor in Haematology
School/Department:	Patrick G Johnston Centre for Cancer Research
Reference:	22/110118
Closing Date:	Monday 5 September 2022
Salary:	£84,975 - £114,567 per annum
Anticipated Interview Date:	Thursday 29 September 2022
Duration:	Permanent

JOB PURPOSE:

The principal aims of the Professorship are:

To provide research leadership in the field of Haematology within the Patrick G Johnston Centre for Cancer Research (PGJCCR, formally the Centre for Cancer Research and Cell Biology). The successful candidate will join academic teams specialising in haematology and in clinical trials in the 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 haematology in line with the research strategy of PGJCCR 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 haematology.

To provide clinical responsibility for patients in their charge allowing for the proper delegation to and training of staff working under their supervision. The post holder will provide Consultant Haematologist services to the Belfast Trust.

MAIN ACTIVITIES/RESPONSIBILITIES:

Research:

1. Plan and lead translational and clinical research/scholarly activities of outstanding quality and national/international repute in the agreed disease/therapeutic area of haematology which should fit with the research focus of PGJCCR (see below).
2. Oversee staff teams and resource management processes necessary to deliver research plans.
3. Lead major funding bids which develop and sustain research support for the candidate's area of haematology and advance the reputation of the School and the University.
4. Lead the process of acquiring, analysing and interpreting research data and information, ensuring appropriate techniques, approaches, and models and methods are selected, developed, and devised for the purpose.
5. 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 haematology.
6. Sustain high quality research-related/scholarly contributions through conference papers and presentations.
7. Supervise students in MPhil, MSc, MD, and PhD programmes; and supervise and manage research staff.
8. Provide expert advice to colleagues, students, and external organisations e.g. government bodies, relevant charities and advocacy groups.

Teaching:

1. Oversee the development and review of teaching provision in the subject area of haematology for all students at all levels.
2. Develop and review approaches to teaching which advance techniques and standards locally, contribute to local policy and serve as a contribution to broader debate.
3. Make a leading contribution to debate nationally/internationally about teaching and learning policy, methods, and practices.
4. Develop and teach courses or learning programmes for students at all levels, having overall responsibility for their design and quality.

5. Plan and review own teaching load and approach to teaching, and coach others in doing the same.
6. Design and supervise practical work, where it is part of the course, and advise students on techniques.
7. Set and mark coursework and supervise and advise students at all levels.
8. Act as internal and external examiner for undergraduate and postgraduate students.
9. Coach and support tutorial groups, developing their knowledge and skills.
10. Act as a coach and role-model through excellent practice and mentoring colleagues.
11. Ensure the sustained publication of high quality pedagogical, clinical and / or laboratory research through leading publications, books, and national/international conferences.

Clinical:

1. Hold an Honorary Consultant contract in haematology with the BHSCT which will involve a maximum of 5 Health and Social Care (HSC) Programmed Activities agreed through the annual, integrated job plan.
2. Undertake clinical sessions appropriate to the candidate's area of expertise in haematology and as agreed on appointment/in the integrated annual job plan.
3. Provide a professional service in an area of subspecialist interest of their choice.
4. Undertake supervision, management, and training of junior medical staff along with other professions associated with their 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 in 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 the running of clinical and laboratory departments and with ongoing teaching, research, and related patient care.
9. Participate in the national and international clinical trials of new treatment regimens.
10. Participate in the appropriate department multidisciplinary diagnostic and treatment planning meeting (MDM).
11. Participate in departmental audit meetings and CPD.

Sample Job Plan:

The successful applicant will have clinical sessions appropriate to the candidate's area of haematology 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 haematology consultant on-call rota and in the acute haematology service is desirable however it is not mandatory and is negotiable with BHSCT. The sub-specialty area within haematology for clinical work can be negotiated with the appropriate HSC Lead Physician for Specialty in conjunction with the PGJCCR 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 administrative support in both PGJCCR in QUB and the Cancer Centre at the Belfast City Hospital (BCH) site in BHSCT.

General HSC Responsibilities:

1. Members of staff including clinical academic appointments are always expected 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 their 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 their 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."

Administration/Contribution to Community:

1. May take responsibility for the appointment, development, and management of all staff of all types in the directly managed team.
2. Take on administrative duties within the Belfast HSC Trust commensurate with their 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.
3. Take responsibility for the handling of major processes within the School e.g. with forward planning, financial management, teaching or research quality and admissions.
4. Contribute to the running and strategic direction of the University through designated committee representatives or project activities.
5. Sit on national and international body's act as an advisor to government and in any other external advisory capacity.
6. Manage responses to government consultations and policy, where appropriate, and act as lead University spokesperson with regard to the subject.
7. 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.

ESSENTIAL CRITERIA:

1. Primary Medical Degree.
2. Higher degree (PhD, MD or equivalent).
3. Full Registration with the GMC, or eligible for full registration (in case of international applicants) for entry on the GMC Specialist Register for Haematology via (i) CCT, or (ii) CESR, or (iii) European Community Rights (or eligible for inclusion within six months of the interview date).
4. Post registration qualification (FRCPath in haematology or its recognised equivalent).
5. Sustained record of publications 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 over a sustained period.
7. Successful, sustained postgraduate student supervision normally at PhD/MD 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 UK and/or international Higher Education Institutions or a track record of invited lectures at conferences of national and international significance.
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 haematology and evidence of progression appropriate to career stage.
16. Experience in the management of clinical service in haematology.
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/Disclosure and Barring Service 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.
28. Must be prepared to travel to present research at international and national meetings.

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 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.