

Candidate Information

Position:	Clinical Professor/Reader/Senior Lecturer in Cardiovascular Medicine
School/Department:	The Wellcome-Wolfson Institute for Experimental Medicine
Reference:	22/110250
Closing Date:	Friday 28 October 2022
Salary:	£84,975 - £114,567 per annum
Anticipated Interview Date:	Wednesday 14 December 2022
Duration:	Permanent

JOB PURPOSE

The principal aim of the Professorship is to provide leadership within the clinical academic base of Medicine within the Wellcome-Wolfson Institute for Experimental Medicine, 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 field of Cardiology/Cardiovascular in line with the School's research strategy, to teach at undergraduate and postgraduate level, to contribute to School's administration/outreach activity and to deliver and enhance clinical service.

The post will contribute to strategic objectives relating to research, education, innovation and international impact and is aligned with investments in Belfast Region City Deal which aim to create an integrated ecosystem for health and life sciences. The postholder will run programmes of research in cardiovascular disease and, where appropriate, contribute to the development of clinical trials. He/she will increase the links between the BHSCT and researchers at WWIEM and develop national and international links to progress clinical research and clinical trial activity.

MAJOR DUTIES

Research:

1. Plan and lead research/scholarly activities of outstanding quality and national/international repute in a major subject area.
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 specialist area 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, 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 subject area.
6. Sustain high quality research-related/scholarly contributions through conference papers and presentations.
7. Supervise students in MD, MSc and PhD programmes; and supervise and manage research staff
8. Provide expert advice to colleagues, students, externally e.g. government bodies
9. Engage clinical trainees in relevant research and training programmes.
10. Collaborate with others within the Institute, University and Trust to develop a strong research programme.
11. Undertake Continuous Professional Development relevant to both the academic and clinical components of the post.

Teaching:

1. Oversee the development and review of teaching provision in the subject area 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.

Administration/Contribution to Community:

1. May take responsibility for the appointment, development and management of staff of all types in the directly managed team.
2. 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 DHSSPS.
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 significantly to the development and running of the School/Institute by taking on appropriate School co-ordinating roles. Such duties may include, for example, Advisor of Studies, QAA Aspect Co-ordinator, Module/Year/Programme Co-ordinator or other recognised official University roles.
5. Contribute to the running and strategic direction of the University through designated committee representatives or project activities. Serve, as appropriate, on Institute/School/University/Trust committees.
6. Act as mentor or appraiser to University and clinical colleagues advising on their personal development and ensuring that they are meeting the standards required
7. Sit on national and international bodies; act as an advisor to government and in any other external advisory capacity.
8. Manage responses to government consultations and policy, where appropriate, and acting as lead University spokesperson with regard to the subject.
9. 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.
10. Provide pastoral care for students within their supervision to ensure, as far as practicable, that relevant issues are dealt with in a timely, sympathetic and effective manner.
11. Contribute to the School's outreach and internationalisation strategy by, for example, designing or delivering Community outreach programmes, developing relevant external links and partnerships, playing a leading role in international student recruitment and reputation enhancement activities.
12. Develop links with relevant industries and external bodies to encourage technology transfer opportunities and create opportunities for future research projects.

Clinical:

1. Hold an Honorary Consultant contract in the appropriate specialty with the BHSC 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 of his/her choice.
4. Undertake supervision, management and training of junior medical staff along with other professions associated with his / her 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 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 DCCs will be made up of 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.

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.

Joint annual appraisal will be undertaken by QUB and BHSCT.

The job plan is subject to review after 3 months for new appointments and at least once a year by the post holder, Institute Director and Clinical/Associate Medical Director before being approved by the Service Director.

Please refer to the 'Illustrative Job Plan & Additional information about Belfast Trust' link on our site for further information.

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 his / her 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."

ESSENTIAL CRITERIA:

1. Primary Medical Degree
2. Higher degree (PhD, MD or equivalent).
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 publications at an international level of excellence in high quality, internationally recognised journals.
7. 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.
8. Research profile that complements the research priorities of the Wellcome-Wolfson Institute for Experimental Medicine.
9. Experience of presenting at national and international meetings and conferences.
10. Successful, sustained postgraduate student supervision as primary supervisor normally at PhD level.
11. Strong research collaborations outside current institution and experience in leading or making significant contribution to interdisciplinary teams.
12. Recognised international expert in subject field as evidence 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.
13. Experience of teaching students and in the supervision of students at undergraduate and/or postgraduate level.
14. Evidence of contribution to the successful delivery, enhancements or review of particular modules.
15. Experience of delivering high quality teaching as evidenced by positive feedback received from students, colleagues and external examiners.
16. Contribution to a range of administrative tasks in clinical and/or academic setting.
17. Experience of management in the research context and administration pertinent to teaching and research in a university setting.

18. Contribution to administrative tasks at a strategic level.
19. Experience of mentoring/training/management of colleagues.
20. Evidence of strong clinical/academic leadership with the ability to set strategic direction, influence policy and strategy, motivate colleagues and deliver change.
21. Clinical experience in relevant cardiovascular speciality and evidence of progression appropriate to career stage.
22. Experience in the management of clinical service in the relevant speciality.
23. Ability to be involved in productive external collaboration with industry/community organisations/other institutions.
24. Ability to negotiate contracts independently or as a leader of a section in major projects.
25. Ability to provide effective leadership for groups and activities with substantial impact on advancing the strategic objectives of the University, Faculty, School and clinical service.
26. Understanding of resource management processes and skills to apply them effectively.
27. Ability to develop, manage and effectively execute original lines of research.
28. Record of and commitment to continuing professional development.
29. A clear communicator, written and oral.
30. Able to provide effective teaching to undergraduate and postgraduate students.
31. Able to present research and other plans and reports to the wider academic community and non-academic audiences.
32. Must have a clear commitment to interdisciplinary working.
33. Must be a team player who can develop effective internal and external research and where appropriate practice links.
34. 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 Institute's/School's strategic research objectives.
35. Commitment and enthusiasm for working collaboratively.
36. Must be a team player who can develop effective internal and external research and where appropriate practice links.
37. Ability to provide strategic research leadership and act as a role model for young scientists and educators.
38. The ability to organise workload and prioritise competing demands.
39. Ability to manage resources and staff.
40. 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.
41. 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 scientific or clinical journals.
4. Successful entrepreneurial activity.
5. Evidence of developing research methodologies, models, approaches and techniques.
6. Experience of supervising research activities of Postgraduate Students, Post-Doctoral Researchers or Clinical Research Fellows.
7. Organisation of national and international conferences.
8. Experience in programme management and in the development and enhancement of undergraduate and/or postgraduate curricula and assessment methods.
9. 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.
10. Evidence of innovation in clinical care or health service development.
11. Contribution to and development of a wider range of community outreach programmes/initiatives.