

Candidate Information

Position:	Centre Director
School/Department:	Wellcome Wolfson Institute for Experimental Medicine (QUB) / School of Medicine (UU)
Reference:	22/110538
Closing Date:	Monday 6 February 2023
Salary:	Salary will be commensurate with stage of career, aligned with the University's Professorial or Clinical Academic salary scales as appropriate. An honorarium will be payable for the additional responsibilities associated with the role of Director.
Anticipated Interview Date:	March 2023
Duration:	Appointment will be to a permanent post as a Professor within the School. Appointment to the role of Director will be for an initial period of 3 years with the possibility of a 2 year extension.

The School

The School has been a major cornerstone of the University since its foundation and both its work and its graduates have been recognised nationally and internationally. The School has ~700 staff and ~2800 undergraduate and postgraduate students. It is made up of three research centres – Public Health, Cancer Research, and Experimental Medicine (all with a major focus on translational research) - and three Education Centres – Medicine, Dentistry, and Biomedical Sciences. The School is driven by a commitment to enhance and improve the quality of life and health care provision available to patients through high-quality research programmes and enhanced educational opportunities and training for future generations of doctors, dentists, scientists and researchers. All of our students benefit from an intellectually challenging environment, first-class academic resources and infrastructure, and a culture of innovation. A new 10-year plan, Strategy 2030, is being rolled out by the University and the School's research strategy is directly aligned to this, in particular by leveraging opportunities afforded through the Belfast Region City Deal (BRCD) via the Institute of Research Excellence for Advanced Clinical Healthcare (iREACH) and the Global Innovation Institute (see <https://www.brccd-innovation.co.uk/projects>).

Wellcome-Wolfson Institute for Experimental Medicine

The research work undertaken in the Wellcome-Wolfson Institute for Experimental Medicine (WWIEM) is focussed on making scientific breakthroughs in the mechanisms of disease, which are then translated to innovative therapeutics to improve patient outcomes. WWIEM is an international hub of excellence with staff working on a range of diseases, including eye, respiratory, cardiovascular, infectious, and inflammatory diseases, with a core emphasis on immunology, molecular cell biology and patient-based investigations. The Centre has a strong track record in discovery and early-stage translation, including development of a number of successful spinout companies and the School is currently spearheading the development of an industrial/academic/health translational acceleration research hub called the Future Medicines Institute.

Role of the Director

Job Purpose:

The Director is responsible for the WWIEM research programme and for delivering a comprehensive vision for relevant research areas at Queen's, including the integration of basic science and translational research programmes. In addition, it is expected that the Director will liaise with the Northern Ireland Clinical Trials Network and iREACH to maximise opportunities to translate research to the clinic. The Director is expected to deliver an overall strategic plan which includes mechanisms for attracting core funding to support the overall research programme and to stimulate commercialisation and industry relationships. The Director will also foster cross-Centre, -School, and -Faculty research collaborations, as well as lead the Centre's contributions to education and citizenship activities.

In addition to the strategic development of the Centre, the Director is responsible to the Head of School, through the devolved accountability model, for the management of all financial, physical and human resources as well as for corporate governance of the Centre.

The successful applicant will be appointed to a permanent post as a Professor within the School. Appointment to the role of Director will be for an initial period of 3 years with the possibility of an extension for a further 2 years.

Main Duties and Responsibilities

Research:

1. Develop and implement research strategy and policy for the WWIEM and co-ordinate the Centre's contribution to major research initiatives such as BRCd and Future Medicines Institute.
2. Manage the delivery of high-quality research activity outcomes. This includes publications in high quality peer review journals, significant externally peer reviewed grant income, patents, and / or start-up companies.
3. Lead the senior management team to ensure the further development of the research themes within the Centre.
4. Lead periodic internal and external reviews of the research programme to ensure that the quality agenda within WWIEM is maintained.
5. Foster a culture of collaboration, engagement and joint working across the School, Faculty and University and with national and international partners, in particular, contributing to the development and implementation of integrated research plans and initiatives for the School.

Teaching:

1. Co-ordinate the development and delivery of educational (MSc/MD/PhD) programmes with the School as well as training programmes associated with the WWIEM research programme.
2. Co-ordinate the overall teaching duties/contribution of WWIEM staff in consultation with colleagues in the School and across the Faculty/University.

Administration/Contribution:

1. Set the vision, strategic direction, priorities and goals for the Centre and as a member of the School leadership team, contribute to School/Faculty/University strategic and academic planning, cognizant of the UN Sustainable Development Goals and promotion of Equality, Diversity and Inclusion.
2. Be responsible for the regular reporting of research activity in the WWIEM and contribute to the development of future REF submissions.
3. Work in partnership with a range of stakeholders, including the clinical leadership of the Health & Social Care Trusts (in particular, Belfast Trust), to ensure the Centre delivers its vision and strategic objectives.
4. Direct the recruitment, development and management of all academic and research staff, supported by high quality professional support teams to provide the technical, operational and administrative capability of the Centre.
5. Have responsibility for negotiating and managing the recurrent WWIEM budget, securing/managing significant external resources arising out of Centre's programmes and partnerships, and ensuring financial sustainability of the Centre.
6. Maximise the capture of Intellectual Property and the application of the research findings of the WWIEM by encouraging involvement with industry and the healthcare sector. Along with the University's Research and Enterprise Directorate, facilitate technology transfer and the formation of campus companies arising out of the WWIEM research programme in accordance with QUB regulations.

For Clinical Academics:

1. The successful applicant will have clinical sessions appropriate to the candidate's specialism and as agreed on appointment and in the integrated annual job plan.

ESSENTIAL CRITERIA:

1. Primary degree in Science, Medicine, and/or Dentistry.
2. Postgraduate doctoral degree (PhD or MD or equivalent) in a relevant subject.
3. Sustained record of publications in high quality, internationally recognised journals.
4. 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.
5. Successful, sustained postgraduate student supervision, normally at PhD/MD level.
6. Strong research collaborations outside current institution and experience in leading or making significant contribution to interdisciplinary teams.
7. 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.
8. Experience in teaching at undergraduate and/or postgraduate level, including contributing significant innovation in teaching and assessment.
9. Evidence of supervising postgraduate taught students.
10. Extensive experience in management and administration of research activity.
11. Successful track record in the management of staff and financial, human and physical resources with evidence of successfully developing productive staff and teams.
12. Evidence of leading on or contributing to strategy development and of setting and managing performance against corporate targets.
13. Administrative, organisational and management skills and proven success in delivering results to demanding deadlines.
14. Demonstrated ability to provide leadership, to motivate and develop high performing teams and to forge team spirit and coherence in order to achieve the Centre's objectives.
15. Must have excellent interpersonal and strong leadership skills with the ability to set strategic direction, influence policy and strategy and deliver change.
16. Ability to establish successful relationships and work in partnership with stakeholders in order to enhance the quality of research and innovation.
17. Have outstanding communication skills in order to successfully present and negotiate at institutional, national and international levels and influence senior policy makers.
18. Must display the commitment and enthusiasm for creating a world class WWIEM aligning to the overall vision of the School.
19. Must have a wide interest in Biomedical Science and clinical disciplines in order to provide leadership to researchers with a wide spectrum of interests.
20. Ability to undertake national and international travel and to work irregular hours as required for the role (within the context of the School's ongoing work and commitment to gender equality as an Athena SWAN Silver award holder).

For a Clinical Academic Post:

1. Full GMC/GDC registration plus a Licence to Practise (must have both at time of appointment).
2. Membership of the relevant Royal College in the UK or equivalent qualification.
3. Entry on the relevant GMC Specialist Register/GDC Specialist List.
4. Completion of a specialist training programme in the relevant specialty.
5. Significant clinical experience in relevant specialty and evidence of progression appropriate to career stage.
6. Record of and commitment to continuing professional development.
7. 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.
8. Applicants must comply with the Terms and Conditions of the University's substantive Clinical Academic Contract and the Honorary Consultant Contract of the Relevant HSC organisation.

DESIRABLE CRITERIA:

1. HEA membership or equivalent (or in the process of attaining membership).
2. Membership of major national or international research boards/panels.
3. Experience in developing research strategies in complex environments with external stakeholders.

4. Track record in commercialisation or knowledge transfer.
5. Experience in leading on innovative postgraduate curricula which align with research strategy.
6. Evidence of leading in inter-disciplinary education.
7. Experience of quality assurance in a leadership role.
8. Direct experience of managing or assisting in the management of a similar unit or centre.
9. Demonstrated ability to work with a variety of disciplines and organisations.

For a Clinical Academic Post:

1. Experience in a management or leadership role in clinical service.