



MEDICAL SCIENCES DIVISION

NUFFIELD DEPARTMENT OF CLINICAL NEUROSCIENCES

Further Particulars for the post of Clinical Lecturer in Clinical Neurology

Grade A67 (£31523 - £55754)

Fixed term for 6 years

Introduction

The Clinical Lecturer (CL) in Clinical Neurology post is designed to offer a full clinical neurological training with additional training opportunities for developing a research career. The Nuffield Department of Clinical Neurosciences has a number of research strengths, which are outlined below. The post is funded by the Department with the Oxford Deanery and OUH NHS Trust. The post holder, will be allocated a specific research mentor (i.e. an academic supervisor) in an area most closely aligned with their research interests. In the case of a limited track record of research or an intention to change research direction, senior members of the Department will help the CL formulate their strategy. Guidance and encouragement will be given to help the postholder in applying for start up funding (eg; the Academy of Medical Sciences 'Starter Grants for Clinical Lecturers' scheme). The Department will also provide the basic shared facilities which make laboratory or other research possible. Progress will be supported by regular appraisal meetings with the educational supervisor (clinical training) and academic supervisor (research), and by yearly meetings with clinical training programme director and the lead academic neurologist responsible for career development; there will Annual Reviews of clinical and academic Competency Progression. The aim is that the CL will obtain neurology CCT and be in a position to apply for independent funding as a Clinician Scientist Fellow or to successfully apply for a substantive career grade post in academic neurology. The Department has a strong track record in mentoring trainees to obtain Clinician Scientist Fellowships (we currently have four neurologists at Honorary Consultant level holding MRC or NIHR fellowships).

GENERAL

The University

The University of Oxford aims to sustain excellence in every area of its teaching and research, and to maintain and develop its position as a leader amongst world-class universities. Placing an equally high value on research and on teaching, the colleges, departments and faculties of Oxford aspire both to lead the international research agenda and to offer a unique and exceptional education to our undergraduate and graduate students.

Oxford's self-governing community of scholars includes university professors, readers, and lecturers, college tutors, senior and junior research fellows and over 2,500 other university research staff. The University aims to provide facilities and support for colleagues to pursue innovative research and outstanding teaching, by responding to developments in the intellectual environment and society at large, and by forging close links with the wider academic world, the professions, industry and commerce. The Strategic Plan, detailing strategy for the period 2008-12, can be found at <http://www.admin.ox.ac.uk/prs/planningcycle/stratplan.shtml>.

Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues, from deciphering ancient texts and inscriptions using modern scientific and computational methods developed in Oxford, through to global health, climate change, ageing, energy and the effects on our world of rapid technological change.

Oxford seeks to admit undergraduate students with the intellectual potential to benefit fully from the college tutorial system and small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers about 7,000, well over a third of the full-time students. Postgraduates are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit www.ox.ac.uk

The Medical Sciences Division

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: www.medsci.ox.ac.uk

The Nuffield Department of Clinical Neurosciences, University of Oxford

The Nuffield Department of Clinical Neurosciences is one of the clinical departments of the Medical Sciences Division. The academic staff of the Department includes three statutory Professors (the Action Research Professor of Neurology, George Ebers; the Professor of Neuroimmunology, Lars Fugger FMedSci; the Nuffield Professor of Anaesthetic Sciences, Irene Tracey); twelve titular Professors (Christopher Kennard FMedSci, Head of Department, Russell Foster FRS, Robert MacLaren, Mark Hankins, Peter Rothwell FMedSci, Peter Jezard, Steve Smith, Kevin Talbot, David Beeson, Heidi Johansen-Berg, Margaret Esiri (Emeritus), Angela Vincent FRS FMedSci (Emeritus)); four Clinical Lecturers and several University Research Lecturers. There are also a large number of young scientists and clinician scientists on independent research fellowships. There are approximately 130 other staff working in the Department, including research support staff, clerical and technical staff, and clinically qualified staff involved in research. There are also a number of visiting researchers from many parts of the world. The average annual expenditure of the Department is approximately £14 million, of which over 60% comes from outside sources.

The Department is mainly housed in the West Wing of the John Radcliffe Hospital opened in 2007, which contains all the clinical neurosciences in first class purpose-built facilities.

The Department is divided into 4 Sections – Clinical Neurology, Nuffield Laboratory of Ophthalmology, Nuffield Division of Anaesthesia, Functional Magnetic Resonance Imaging of the Brain Centre (FMRIB).

Clinical Neurology Section

The Clinical Neurology Section has major interests in multiple sclerosis (Ebers, Fugger, Dr Jackie Palace, Dr Matt Craner), stroke and stroke prevention (Rothwell, Schultz, Pendlebury), epilepsy (Adcock, Lang), cognitive neuroscience (Kennard), neurodegeneration (Talbot, Cader, Turner, Ansorge), movement disorders (Brown, Aziz, Hu), peripheral neuropathies (new appointment Jan 2012), neuromuscular junction disorders (Vincent, Beeson) and neuroimmunology (Vincent, Lang, Buckley). Neuroimmunology is strong with focus on the antibody-mediated diseases, e.g. myasthenia gravis and newly-defined CNS disorders in the Neurosciences Group, as well as the neuropathology (Esiri), immunogenetics (Ebers), neuroimaging (Tracey), experimental models (Fugger) and clinical treatment of multiple sclerosis (Palace, Craner). Acute stroke and dementia are major interests of the Department of Gerontology (Prof Alastair Buchan, Prof Gordon Wilcock, Dr Sarah Pendlebury) with which Clinical Neurology interacts at many levels. The Thomas Willis Brain Bank was established by Prof Esiri, is now co-directed by Dr Olaf Ansorge, and provides an excellent and growing resource which is partly supported by the Alzheimer's Disease Association and the MRC.

The Functional Magnetic Imaging of the Brain Centre (FMRIB)

The FMRIB Centre (Director, Professor Irene Tracey) is a multi-disciplinary neuroimaging research facility, which focuses on the use of Magnetic Resonance Imaging (MRI) for neuroscience research of healthy states and neurological disorders and collaborates widely within the Department as well as nationally and internationally. The FMRIB Centre, along with related technologies such as Transcranial Magnetic Stimulation, transcranial Direct Cortical Stimulation, EEG and MEG. FMRIB is composed of research groups in all aspects of brain imaging research, including physics, analysis, basic science and clinical neuroscience. We will install a new 7T machine in 2011, funded by £8 million from the MRC, EPSRC, Wolfson Foundation and University of Oxford. This leading-edge MRI system will enable imaging of brain structure and function at even higher resolution than currently possible.

Nuffield Laboratory of Ophthalmology (NLO)

Research within the NLO encompasses the dual function of the eye as both the receptor organ for vision mediated by rod and cone photoreceptors and the regulation of sleep and circadian systems regulated by photosensitive retinal ganglion cells (pRGCs). Ocular disease can result in both visual loss and a loss of a proper sense of time and the NLO is currently the only centre in the world where these dual functions of the eye are being studied in parallel. Research within the NLO spans the molecular and cellular analysis of these different photosensory pathways, the role these photoreceptors in regulating diverse aspects of physiology and behaviour and the development of new treatments paradigms that mitigate or cure ocular disease. Research is divided across six sub-themes: (i) The Biology and Clinical Relevance of Photosensitive Retinal Ganglion Cells (pRGCs); (ii) The Genetics of Eye Disease; (iii) Functional Retinal Prosthetics; (iv) Gene and stem cell treatments for retinal diseases; (v) Circadian and Sleep Mechanisms; (vi) The Impact of Sleep and Circadian Rhythms on Human Health. Outside the Nuffield Department of Clinical Neuroscience, the NLO shares research funding and has strong collaborative interactions with the Oxford Eye Hospital, The Department of Psychiatry, The Department of Experimental Psychology and The Department of Anatomy, Physiology and Genetics.

Nuffield Division of Anaesthesia (NDA)

The Nuffield Division of Anaesthetics operates as closely associated University and Hospital divisions. The NDA provides the framework for teaching, research and anaesthetic services to the three acute hospitals in the city of Oxford, namely the John Radcliffe Hospital including the Women's Centre, the Churchill Hospital, and the Nuffield Orthopaedic Centre, as well as The Horton Hospital in Banbury. The Nuffield Division is one of the largest clinical

anaesthetic divisions in the country, with over 80 consultants, and approximately 60 trainees at various levels of training. Because of the size of the Division and the diversity of activities in a tertiary Hospital, there are a number of specialties: Adult Intensive Care Unit, Cardiothoracic Anaesthesia, Chronic Pain Service, General and Emergency Anaesthesia, Neuroanaesthesia, Obstetric Anaesthesia and Paediatric Anaesthesia.

Professor Irene Tracey holds the Nuffield Chair in Anaesthetic Science and leads the academic aspirations of the NDA. The NDA's research is predominantly based within new state-of-the-art laboratory facilities at the West Wing, as well as within a modular building on the John Radcliffe site and at the Churchill hospital.

The NDA has over 40 staff (principal investigators funded by MRC, Wellcome Trust and DoH fellowships), postdoctoral researchers, graduate students and administrative staff) and 38 Honorary Senior Clinical Lecturers: NHS consultants who are actively involved in the teaching and research remit of our University department. We are currently recruiting to two posts that are vacant due to recent retirements (a Readership and a Lectureship).

Research within the NDA falls into five broad categories: (1) Neuroimaging of central pain mechanisms and related clinical psychophysical pain research, (2) Systematic reviews of analgesic efficacy, (3) Cellular and systems respiration and respiratory control in health, anaesthesia and disease, (4) Adult intensive care (including neuro-intensive care), (5) Simulation and medical education.

Further, we have nationally and internationally recognised teaching programmes in a range of anaesthetic related areas, for example, primary trauma care (China), regional anaesthesia, anaesthesia in developed world.

Research support facilities

The Nuffield Department of Clinical Neurosciences benefits from the first-class Information Technology support and access to electronic library resources provided to all the clinical departments with desk-top access to full page articles in most of the leading journals for all computers networked in the Department. The Department has two network managers who support computing on a day-to-day basis.

Oxford is also well provided with conventional libraries. The Oxford University Hospitals NHS Trust has neurological libraries in the Cairns library at the John Radcliffe Hospital. The Department also has a private collection of neurological journals and books which are housed in the West Wing. The Radcliffe Science Library is part of the Bodleian, one of the world's greatest libraries.

Adequate office space will be available for the appointee in the University Department of Clinical Neurology. Research space will reflect the nature of proposed work and the volume of grant support. There is ample space available in the West Wing or within the neurosciences group at the Weatherall Institute of Molecular Medicine; the most appropriate space will need to be agreed before any appointment can be finalised.

Outline of OUH NHS Trust (OUHT)

The Oxford University Hospitals NHS Trust has some 1500 beds on its three sites. In 2004-5, there were more than 5 million outpatient appointments, more than 117,000 people attended the Emergency Department, and more than 7,000 babies were delivered. The annual turnover is around £0.5 billion and over 10,000 people work on the sites, including those in the universities and major research institutes. The Trust is therefore one of Oxfordshire's major employers. Its services are provided from three main sites:

- The **Churchill** (Headington) has 300 beds and many specialist services including renal medicine, transplant and urology, palliative care, dermatology, geratology, clinical genetics and chest medicine. In addition, it provides diabetes, endocrinology and metabolic services. The Cancer Centre (including gynaecological oncology) opened in 2009.
- The **John Radcliffe** (Headington) is the main A&E hospital and also provides general and specialist medical, surgical, trauma, intensive care, cardiac, paediatric and women's services. It has 700 beds. Pathology services are based here with the full range of therapy and diagnostic services. The Radcliffe Infirmary closed at the beginning of 2007. The services have moved to the JRH site, including regional neurosciences, neurosurgery and neurology, cranio-facial surgery, plastic and reconstructive surgery, ENT, ophthalmology and geratology.
- The **Horton** (Banbury) provides DGH, A&E and maternity services, to its local population in the north of the county and in surrounding counties with its 220 beds.

Division of Neurosciences, Trauma & Specialist Surgery – OUHT

- **Neurosciences:** neurology; neuropathology, neurophysiology & neuropsychology; neuro intensive care
- **Specialist Surgery:** ENT; plastic surgery & craniofacial; ophthalmology; oral & maxillofacial surgery; trauma

On the Neuroscience ward in the West Wing of the John Radcliffe Hospital, the consultants are currently organised into 5 firms each with a specialty trainee. The time tables for each post include 2 general neurology clinics and subspecialty clinics. A further JRH neurology specialty trainee works with the consultants to provide a neurology liaison service to the acute medical patients at the JRH and a neurological consulting service to the rest of the hospital and the other hospitals in the trust. The West Wing also houses the departments of Neurosurgery, Neuroradiology, Neurophysiology, Neuropathology, Neuropsychology and Neurocritical Care. The Rehabilitation Service is at the Oxford Centre for Enablement.

The Neurology Department provides a general neurology service for the Oxfordshire. There are also tertiary referral clinics in the following neurology sub-specialities: Cerebrovascular disease, Motor neurone disease, Neurogenetics, Cognitive neurology, Multiple Sclerosis, Epilepsy, Muscle diseases, Headache, Myasthenia, Movement disorders, Peripheral neuropathy. The service includes nationally commissioned (NCG) services for congenital myasthenia, neurofibromatosis type 2 and neuromyelitis optica.

Staff at the John Radcliffe Hospital:

Consultant Neurologists:

Dr R Armstrong	NHS	Reading/Oxford
Dr J Adcock	NHS	Oxford/Banbury
Dr M Bogdanovic	NHS	Reading/Oxford
Dr D Briley	NHS	Aylesbury/Oxford
Dr C Buckley	Honorary	Oxford
Prof P Brown	Honorary	Oxford
Dr R Butterworth	NHS	Milton Keynes/Oxford
Dr Z Cader	Honorary	Oxford
Dr P T G Davies	NHS	Northampton/Oxford
Dr E Flossmann	NHS	Reading/Oxford

Prof G Ebers	Honorary	Oxford
Dr D Hilton-Jones	NHS	Milton Keynes/ Oxford
Dr M Hu	NHS	Milton Keynes/ Oxford
Dr M Jackson	NHS	High Wycombe/Oxford
Prof. C Kennard	University H of D	Oxford
Dr K Nithi	NHS	Northampton/Oxford
Dr J Palace	NHS	Oxford/Banbury
Dr A Parry	NHS (Lead Clinician)	Oxford
Prof P Rothwell	Honorary	Oxford
Prof K Talbot	Honorary	Oxford
Dr M Turner	Honorary	Oxford
Dr A Weir	NHS	Reading/Oxford
Dr S Wimalaratna	NHS	Kettering/Oxford

Junior Staff:

6 Neuroscience ward based registrars, 1 JRH liaison neurology registrar.
7 Neuroscience ward F2/CT1/CT2.

For more information on the Trust and its services visit www.oxfordradcliffe.nhs.uk

Duties of the post

This is a 6 year post with 50% allocated to clinical training and 50% to research. The research time is free of clinical commitments other than participation in the neurology registrar on call rota.

(1) Clinical

(a) *Overview:*

The posts on this rotation have been approved for Specialist Training by the Royal College of Physicians.

The Neurology programme is based at the John Radcliffe Hospital in Oxford, and will include attachments at some of the linked district general hospitals. During a 6 year period, the CL will move between nine 4 month clinical training posts allowing them to obtain clinical competencies as detailed in the 2010 Neurology ST curriculum. Training requirements may vary but a typical arrangement would be four 4 month periods spent doing the neuroscience ward based posts at the John Radcliffe, two 4 months doing liaison neurology at the JRH and three 4 month periods at the regional DGHs (Reading, Northampton, Milton-Keynes). The CL will act under the direction of the Consultants, and as appropriate to their current stage, provide day to day care of patients on the wards.

(b) *DGH based posts:*

The Neurology specialty training curriculum 2010 requires that at least 12 months of clinical training takes place in a DGH type setting in particular to provide experience of giving neurological advice for unselected acute medical patients. The posts based in Reading, Northampton and Milton Keynes provide this; there are also opportunities to gain experience of stroke thrombolysis, neurorehabilitation, neurophysiology and further subspecialty clinics (PD, Botulinum toxin injection, MS, neurophthalmology). The registrar works Mon-Thurs in the DGH and the weekly timetable includes two general clinics and a radiology meeting. Fridays are spent at the JRH to allow continued participation in the education program.

(c) *On Call Rota:*

The CL will participate in the neurology registrar on call rota at the JRH. In this role they provide cover of neurology in-patients on the neuroscience ward, and advice to hospitals in Oxford and the region. The rota is 1 in 10 and banded 1C. The neurology registrar is non-resident on call; the neurology and neurosurgery SHOs are resident on call on the neuroscience ward. Please note that the banding is not a permanent component and might change or stop.

(2) Teaching

The Department has responsibility for teaching neurology, ophthalmology and anaesthetics to clinical students and provides a variety of teaching to undergraduate preclinical students across a wide range of neuroscience, neuropathology and neuroimmunology. There are around 40 postgraduate students at any one time. The teaching involves both academic non-clinical and clinical staff, as well as NHS staff.

The clinical students' programme contains a four week neurology attachment. The neurology specialty trainees including the CLs are involved in this teaching programme and also act as Tutors. The CL will assist with the arrangements for the two monthly clinical examinations for these students. The CL will also be involved in Postgraduate teaching to ST1-2 and FY2 trainees and to provide lectures to Nurses, Social Workers and other paramedical groups on an ad hoc basis.

(3) Research

The postholder will spend approximately 50% of time undertaking research over the duration of the contract. This does not necessarily mean this amount of time is set aside each week, but will be made up by periods of weeks or months of concentrated time for research with fewer regular clinical commitments. Guidance and encouragement will be given to help the postholder in applying for start up funding (eg; the Academy of Medical Sciences 'Starter Grants for Clinical Lecturers' scheme)

(4) Administration and Management

The CL will maintain patient records, the completion of summaries and the writing of letters as appropriate. Clinical secretarial support is available, usually via the consultant's secretary. Office space is provided in a pooled area with the other ST3+ trainees. Desk space for clinical lecturers is also available in an open plan area in the University space adjacent to the West Wing laboratories.

All Junior Staff are required to familiarise themselves with the cardiac arrest procedures and should attend a session on resuscitation when they first work at the John Radcliffe Hospital.

OTHERS:

(i) Supervision Arrangements:

All trainees are given an educational supervisor for the full duration of training. CLs will in addition have an academic supervisor. CLs have regular appraisal sessions with their educational and academic supervisors, and an annual ARCP (to review clinical and academic progress) usually held in July.

(ii) Study Leave

Attending appropriate courses e.g. Edinburgh Advanced Clinical Neurology, and meetings, e.g. the Association of British Neurologists, is encouraged. At present funding for these comes from the District Clinical Tutors (limited) budget.

(iii) Learning opportunities:

In addition to the learning opportunities particular to each clinical post, there is an active post-graduate education programme with a weekly grand round on Friday mornings incorporating two case presentations and regular teaching sessions including neuropathology presentations, talks by visiting lecturers, presentations of research, and clinical governance/audit sessions. A monthly neurology specialty trainee teaching half day is organised jointly with the Wessex training programme; the venue alternates between Oxford and Southampton.

SELECTION CRITERIA

Essential:

- MRCP (UK) full diploma or equivalent by date of commencement of this post.
- To have been awarded a Higher Degree (PhD / D.Phil. / MD)
- Evidence of achievement of CT/ST1 competences in medicine at time of application & CT/ST2 competences in medicine (as defined by the curricula relating to Core Medical training) by the commencement of this post, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent, ARCP or equivalent
- Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/ Good Medical Practise.
- A track record in and commitment to research.
- Demonstrable skills in oral and written scientific and clinical communication.
- A strong and demonstrable commitment to the organisation and delivery of teaching.
- Demonstrable potential to become a leader in the chosen field.
- The ability to define medium and long-term career goals.
- Proven interpersonal and organisational skills and ability to work as part of an interdisciplinary research team.

Desirable:

- Evidence of peer-reviewed publications
- Experience at ST1 or 2 level of managing patients with neurological disease and managing neurological emergencies by the time of commencement of this post
- Evidence of some competences as defined by the Neurology specialty training curriculum
- Evidence of audit and management experience
- Information technology skills
- Prizes and honours

Applications are particularly welcome from women and black minority ethnic candidates, who are under-represented in academic posts in Oxford.

Data Protection Act 1998

All data supplied by applicants will be used only for the purposes of determining their suitability for the post and will be held in accordance with the principles of the Data Protection Act 1998 and the University's Data Protection Policy.

Terms and Conditions

1. The appointment will be for a fixed term of six years. The appointment will be reviewed formally at the end of a probationary period of 24 months following a report requested after 18 months in post.

2. Salary will be on the scale **A67 (£31523 - £55754)** according to qualifications and experience. NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. The successful candidate will therefore be required to produce such documentary evidence. Candidates should also note that the appointment will be subject to satisfactory completion of a University Occupational Health registration form (giving personal details, a limited medical history, professional exposures and vaccine information) and an NHS pre-employment assessment form.

3. The Clinical Lecturer will have the option of becoming or remaining a member of the University's superannuation scheme (USS) or of remaining a member of the NHS superannuation scheme.

4. All appointments are subject to the relevant provisions of the *Statutes and Regulations* of the University in force from time to time, a collected volume of which is published as occasion requires.

All clinical lecturers, with other members of the academic staff and certain senior academic-related staff, are normally members of Congregation, which is the University's ultimate governing body. Congregation's approval is required for all university statutes or amendments to statutes, and for major policy decisions, and the members of Congregation constitute the electorate for ten of the members of the main executive body (the Council of the University) and for members of a number of other university committees. Twenty or more members of Congregation may initiate the discussion by Congregation of matters of university policy, and any two members may ask questions about the policy or administration of the University. The persons appointed to this post will receive fuller details soon after they take up the appointment.

5. The University encourages links with industry and other outside bodies. Although the holding of outside appointments such as consultancies must be approved by the head of department, no limit as such is set on the amount of money individuals may receive in this way. The criterion is the amount of time such appointments take up: a maximum of 30 days per annum may be spent on such activities before any deduction in stipend is considered.

6. The Statutes and Regulations of the University record the extent of the University's claims to intellectual property, and the proportions in which exploitation revenues are shared with researchers. Copies of the relevant extracts are available on request.

7. The University's appraisal scheme is designed to further personal development and to encourage reflection on institutional arrangements. It is not linked to arrangements for pay, promotion or probation. In addition, the clinical lecturers will be required to take part in any appraisal scheme for junior doctors which has been organised by the relevant NHS Trust.

8. The University has generous maternity and adoption leave arrangements, and also offers support leave to fathers and partners. Additional paternity leave of up to 26 weeks (for children born or placed for adoption after 3 April 2011) is available where parents decide to share the 52 week maternity leave entitlement. Details are available on the website at <http://www.admin.ox.ac.uk/ps/staff/family/>.

9. All staff are eligible to apply to use the University nurseries (although there is a long waiting list for nursery places), and the full range of tax and National Insurance savings scheme is in operation. Details are available on the University's childcare website at <http://www.admin.ox.ac.uk/eop/childcare/>.

10. Equality of opportunity: The policy and practice of the University of Oxford require that entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of his or her sex, marital status, racial group, disability or sexual orientation.

Where suitably qualified individuals are available, selection committees will contain at least one member of each sex.

11. All data supplied by applicants will be used only for the purposes of determining their suitability for the post and will be held in accordance with the principles of the Data Protection Act 1998 and the University's Data Protection Policy.

12. Right to work in the UK: The appointment will be subject to the provision of proof of the right to work in the UK. Applicants who would need a work visa if appointed to the post is asked to note that under the UK's new points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

(i) they have sufficient English language skills (evidenced by having passed a test in basic English, or coming from a majority English-speaking country, or having taken a degree taught in English).

and

(ii) that they have sufficient funds to maintain themselves and any dependents until they receive their first salary payment.

Further information is available at:

<http://www.ukba.homeoffice.gov.uk/workingintheuk/tier2/general/eligibility/>.

13. Further information: Informal enquiries about this post are encouraged and should be directed to Professor Kevin Talbot (kevin.talbot@clneuro.ox.ac.uk) or Dr Andrew Weir, Programme Director (apweir@doctors.org.uk).

How to apply:

To apply for this post, please include *curriculum vitae*, a list of research publications, (please star the five most important papers) and a statement of research objectives, together with the names of three referees (one at least from outside Oxford). There is no separate application form.

Applications should be sent preferably by email to jodie.driver@ndcn.ox.ac.uk or by post to Personnel Officer, Nuffield Department of Clinical Neurosciences, University of Oxford, John Radcliffe Hospital, Level 6, West Wing, Headington, Oxford OX3 9DU, Tel: 01865 234702. Please quote reference **HM0112CL** on your application and in all correspondence.

The closing date for applications is 12 noon on Tuesday 13th March 2012. Please note that applications submitted beyond the closing will not be considered.

The University will assume that it is free to approach referees at any stage unless the candidate's application stipulates otherwise. Candidates who wish a referee or referees to be approached only with their specific permission and/or if they are being called for interview on the final shortlist or are in receipt of a conditional offer are asked to state such requirements specifically alongside the details of the relevant referee(s).

It is planned that the **interviews will take place on 20th March 2012.** Those interviewed will be requested to give a ten minute presentation (5 minutes will be an extract from a teaching

session and 5 minutes on your current research experience and future career objectives). All reasonable interview expenses will be reimbursed.

Removal expenses and travelling expenses in connection with the move to Oxford of the successful candidate are generally paid in full in appropriate cases. Professional expenses of up to £6,500 also are available where appropriate to cover solicitors' and other costs in connection with a move. Further details are available on request or from <http://www.admin.ox.ac.uk/finance/expenses/relocationscheme/allowancesnewlyappointedemployees/>