MEDICAL SCIENCES DIVISION
Oxford Centre for Evidence-based Paediatric Surgery (OCEBPS)

Further particulars for the post of Clinical Lecturer in Paediatric Surgery

(Fixed Term to 30 April 2017)

Introduction

The Clinical Lecturer (CL) in Paediatric Surgery post is designed to offer a full clinical paediatric surgery training with additional training opportunities for developing a clinical/translational research career. The post will be based in the newly formed Oxford Centre for Evidence-based Paediatric Surgery (OCEBPS), which is a joint initiative between the National Perinatal Epidemiology Unit (NPEU) and the Nuffield Department of Surgical Sciences (NDS). OCEBPS is under the joint Directorship of Professor Marian Knight (NPEU) and Professor Paul Johnson (NDS), and this post is part of a fully-funded NIHR Research Professorship programme awarded to Prof Marian Knight at the NPEU. The post is 50% research and 50% clinical; the research will take place at the NPEU with clinical work at the hospitals in the South East consortium, including the Oxford University Hospitals NHS Trust (OUHT). The post-holder will be part of the South-East Consortium for Paediatric Surgery Training, and will be part of the Integrated Surgical Academic Training Programme within the Nuffield Department of Surgical Sciences under the Programme Directorship of Professor Paul Johnson, Professor of Paediatric Surgery. 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 surgeon responsible for career development; there will Annual Reviews of clinical and academic Competency Progression. The aim is that the CL will obtain paediatric surgery 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 paediatric surgery.

GENERAL

The University of Oxford

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/pra/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

National Perinatal Epidemiology Unit (NPEU)
The NPEU is an internationally recognised, multi-disciplinary research unit based at the University of Oxford, Old Road Campus in Headington, Oxford. The Unit undertakes research about pregnancy, childbirth and newborn babies. This is reflected in the backgrounds of the people working in the Unit (obstetrics, midwifery, paediatrics, epidemiology, social science, economics, statistics, programming, plus administrative and clerical staff). Funding is provided by grants from a variety of sources including the Department of Health Policy Research Programme, the National Institute for Health Research (NIHR), other funding agencies and medical research charities.

For more information please visit: http://www.npeu.ox.ac.uk/

Nuffield Department of Surgical Sciences (NDS)
The Nuffield Department of Surgical Sciences is one of the few remaining academic surgical departments in the UK. The Department currently hosts academics who undertake both basic and translational research, reflecting our true multidisciplinary nature and integrating practice with cutting-edge science. The department has outstanding research programmes in radiology, oncology, paediatric surgery, colorectal surgery, transplantation, immunology and regenerative medicine, neuroscience, otolaryngology, urology, and cardiothoracic and vascular surgery. In recent years the department has taken a new exciting direction to strengthen academic surgical oncology, as a key component of the CRUK Cancer Centre together with Medical and Clinical Oncology, and the new Cancer Centre structure of the Oxford University Hospitals NHS Trust.
Teaching is also a major component in our activity, encompassing undergraduate, graduate and postgraduate students in all surgical disciplines. The Department also co-hosts Masters courses in Integrated Immunology, and Surgical Sciences and Practice.

The Department has a strong track record for Clinical Academic Training and has established a successful Integrated Clinical Academic Training Programme. Clinical Lecturers are well supervised and mentored during their posts. Research time is protected for all Academic Trainees. For more information please visit: www.nds.ox.ac.uk

**Paediatric Surgery**

Oxford has a strong track record in Academic Paediatric Surgery, and is one of the only centres in the UK to have an integrated Academic Training Programme in this Specialty. The new Oxford Children’s Hospital has a high throughput of the full-range of General Paediatric Surgical and Urological conditions, provides plenty of good training opportunities. The Department is part of the South-East Training Consortium, and the successful applicant will have an opportunity to rotate for clinical experience to other centres within the Consortium including Great Ormond Street Hospital. The research component of the post will be based within Oxford throughout.

**The Oxford Centre for Evidence-based Paediatric Surgery**

The OCEBPS is a new joint initiative between the NPEU and the NDS under the Joint Directorship of Professor Marian Knight (NPEU) and Professor Paul Johnson (NDS) with the overall aim of taking forward the clinical translational research agenda in paediatric surgery. Bringing together projects funded by the NIHR and a variety of medical research charities the new Centre has been set up to strengthen the link between health services research and clinical expertise, public health, policy and clinical practice, in order to maximize the robustness and utility of studies collected and enhance the range of foray across which results can be used to improve outcomes for children and their parents.

**BAPS-CASS**

A central platform for the work of OCEBPS is the BAPS Congenital Anomalies Surveillance System (BAPS-CASS), a joint research initiative between BAPS and the NPEU. BAPS-CASS is designed to conduct national anonymised descriptive studies of the surgical management of a range of rare congenital anomalies and conditions requiring early surgery. BAPS-CASS uses a monthly mailing card which contains a list of conditions currently under surveillance to be sent one single nominated coordinating clinician (Paediatric Surgeon) in each paediatric surgical unit in the UK. Further detail of the BAPS-CASS system is available on the BAPS-CASS website www.npeu.ox.ac.uk/baps-cass

**The Research Programme**

This is an exciting opportunity to become part of, and ultimately to lead, elements of a fully funded research programme. Professor Knight’s programme includes the following streams of work:

Stream 1: Clinical effectiveness of paediatric surgical interventions
This work will employ primary data collection through BAPS-CASS to conduct national cohort studies to establish the incidence, prognostic factors, management and outcomes of a number of specific conditions.

Stream 2: Patient/Parent experiences of early paediatric surgical care
Experiences of parents of infants who require surgery in the first year of life are rarely recorded. This work stream will address this gap in the evidence through a qualitative study of parents’ experiences.
Stream 3: Long term follow-up after paediatric surgery
Most studies of surgical strategies, because of their retrospective hospital-based nature, report relatively short-term outcomes for infants. This work stream will investigate the feasibility of long-term follow-up of cohorts of infants previously prospectively identified through BAPS-CASS, describing current functional and cosmetic outcomes at age 5.

Stream 4: Cost effectiveness of paediatric surgical interventions
In the absence of randomised controlled trial data, national observational data, such as that obtained through BAPS-CASS, may be used to assess effectiveness of different current treatments for conditions requiring neonatal surgery. This workstream will explore the use of these and other data obtained through literature review or from other workstreams in the programme to conduct an economic evaluation of alternative surgical management strategies.

Stream 5: Configuration of paediatric surgical services
Evidence-based configuration of services is as important as evidence-based management. This work stream will explore the use of previously collected data, as well as data from work stream 2 to develop an evidence-based model of care for infants born with congenital anomalies requiring early surgery.

Stream 6: Moving from observational to interventional
This work stream will investigate the use of BAPS-CASS as a network through which to conduct a feasibility study of a randomised trial of the surgical management of gastroschisis. The overall aim is to use this as a springboard for future trials of surgical strategies.

Oxford University Hospitals NHS Trust
Oxford University Hospitals NHS Trust (OUHT) is a world renowned centre of clinical excellence and one of the largest NHS teaching trusts in the UK. Clinical care is delivered by experienced specialists at the pinnacle of their profession. Our trust is made up of four hospitals - the John Radcliffe Hospital (which also includes the Children’s Hospital and West Wing), Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford and the Horton General Hospital in the north of Oxfordshire. We provide a wide range of clinical services, specialist services (including cardiac, cancer, musculoskeletal and neurological rehabilitation) medical education, training and research.

Our collaboration with the University of Oxford underpins the quality of the care that is provided to patients; to the delivery of high-quality research bringing innovation from the laboratory bench to the bedside; and the delivery of high-quality education and training of doctors. Existing collaborations include the ambitious research programmes established through the Oxford Biomedical Research Centre (BRC), funded by the National Institute for Health Research (NIHR), located on the John Radcliffe Hospital site and at the Biomedical Research Unit in musculoskeletal disease at the Nuffield Orthopaedic Centre. These set the standard in translating science and research into new and better NHS clinical care.

For more information on the Trust and its services visit http://www.ouh.nhs.uk/

Duties of the Postholder
The post holder will spend 50% of time undertaking research and related activities including teaching 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, for example by being given a period of weeks or months of concentrated time for research.
(a) **Clinical**
- Clinical attachments will be in full approved training posts at the relevant NHS Trust in the South East consortium, including the Oxford University Hospitals NHS Trust (OUHT).

(b) **Research**
- to engage in advanced study or research.
- to contribute through research activity, publication and securing external funding to maintaining the overall standard of the department.
- A post-holder who does not already possess a higher degree would normally be expected to work for one during the tenure of this post.

(c) **Teaching**
- to teach through university lectures, seminars and practical classes as agreed with Prof Knight and Prof Johnson.
- to supervise graduate students.
- to engage in university examining.

(d) **Management and Administration**
- to co-operate in the administrative work of the Oxford Centre for Evidence Based Paediatric Surgery in both term and vacation under the direction of Prof Knight or Prof Johnson.
- to undertake such other duties as may from time to time be determined by Prof Knight or any such person nominated.

(e) **Study and Training:**
- The post-holder will undergo a RITA assessment on an annual basis to assess the quality of their clinical training. They will be encouraged to go on relevant courses of postgraduate education and a limited budget is available for this (which is the same as for NHS SpRs). Orientation within research or clinical attachments will be the responsibility of the relevant department.

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

**SELECTION CRITERIA**

The qualities and skills we would expect candidates to demonstrate are outlined below. Against each we have indicated whether this will be evaluated from your CV/application alone (A) or from your CV/application and at interview (A and I). Please note that there is no separate application form. Please read the last section *How to apply* to understand what to include in your application.

**Essential:**
- Medically qualified and ST3 or above (A).
- Evidence of achievement of CT/ST1 competences in surgery at time of application & CT/ST2 competences in surgery (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 (A and I).

- 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 and I).
- A track record in and commitment to research (A and I).
- Demonstrable skills in oral and written scientific and clinical communication (A and I).
- Demonstrable potential to become a leader in the chosen field (A and I).
- The ability to define medium and long-term career goals (A and I).
- Proven interpersonal and organisational skills and ability to work as part of an interdisciplinary research team (A and I).

**Desirable:**
- Evidence of peer-reviewed publications (A and I).
- Evidence of some competences as defined by the Paediatric Surgery specialty training curriculum (A and I).
- Evidence of audit and management experience (A and I).
- Proficiency with statistical software such as Stata, SAS, or SPSS (A and I)

**Terms and Conditions**

1. The appointment will be for a fixed term till 30 April 2017. There will be a formal review at the end of a probationary period of two years 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/personnel/staffinfo/benefits/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:** For more information on the post or the Surgical Academic Clinical Lecturer Programme, please contact Professor Marian Knight, NIHR Research Professor in Public Health (01865 289727; marian.knight@npeu.ox.ac.uk) or Professor Paul Johnson, Programme Director for Academic Surgical Training (email: paul.johnson@nds.ox.ac.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 personnel@npeu.ox.ac.uk or by post to NPEU, Richard Doll Building, Roosevelt Drive, Headington, Oxford, OX3 7LF.

**The closing date for applications is 12 noon on 14 September 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 2 October 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/