NIHR Integrated Academic Training Path

Further particulars for the post of NIHR Academic Clinical Lecturer in Haematology and Transfusion Medicine

(4 years Fixed Term)

The University of Oxford is able to offer a number of Academic Clinical Lectureships annually to suitably qualified applicants. These posts have been awarded by the NIHR to University/Deanery/NHS Trust partnerships nationally through competition. They form part of the NIHR Integrated Training Pathway, further details of which can be found on the NIHR TCC website [http://www.nihrtcc.nhs.uk/](http://www.nihrtcc.nhs.uk/). One of the posts available is for an Academic Clinical Lecturer in Haematology and Transfusion Medicine within the Nuffield Department of Clinical Laboratory Sciences.

The purpose of the post is to develop academic transfusion medicine which is recognised as a shortage specialty by NIHR. This post is a partnership between NHS Blood & Transplant which is responsible for the research aspects of the post and the Department of Haematology for clinical and laboratory training in haematology. The research opportunities in NHSBT transfusion medicine research in Oxford are set out in the section Transfusion Medicine - NHS Blood & Transplant, Oxford, and these opportunities are increasing with new research teams in organ and cord blood transplantation. The specific research element of this post will be agreed by the successful candidate and the principal investigators for NHSBT research in Oxford.

The University

The University of Oxford aims to sustain excellence in 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](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

Medical Sciences Division
The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching, and the largest academic division in the University of Oxford. It includes 15 clinical departments and 5 non-clinical departments.

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 Academic Clinical Lecturer programme
The Academic Clinical Lectureship is the final phase of the Integrated Academic Training Pathway. The post is designed to allow time to complete a period of post-doctoral research to enable progress towards an independent academic career whilst completing clinical training. Applicants for these posts will be Specialist Trainees who have completed or have submitted for a higher degree (PhD / DPhil / MD). Oxford has a successful clinical academic programme delivered by Oxford University Clinical Academic Graduate School in which all joint clinical/academic trainees take part. For further information see www.oucags.ox.ac.uk

Over the four years postholders, in discussion with the training committees and academic supervisors, can undertake clinical duties to complete their clinical training. Postholders will be expected to spend 50% of their time (averaged over four years) on clinical duties and 50% on post-doctoral research. The appointment will be for a fixed term and end after four years or six months after completion of CCT, whichever is earlier.

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

The Nuffield Department of Clinical Laboratory Sciences
The post is based within the Nuffield Department of Clinical Laboratory Sciences (NDCLS) which has an active research programme and £3.5 million of research grants from Research Councils and charities. There are active research teams in a number of areas including the resistance of tumours to chemotherapy; the genetic basis of mental retardation; gene therapy for cystic fibrosis; microbial genetics; molecular haematology; immunodiagnostics; angiogenesis in cancer and malaria. Specialised equipment includes fluorescent imaging systems, high-power optical microscopes, laser guided micro-dissection, quantitative PCR (Taqman), facilities for DNA synthesis and sequencing, protein analysis, cell and tissue culture, and all standard molecular and cell biology procedures. There are also close links with the Weatherall Institute of Molecular Medicine, where there are 450 researchers in cell and molecular biology relating to medicine.
Transfusion Medicine - NHS Blood & Transplant, Oxford

Consultants
Professor M Murphy
Dr S Benjamin
Dr R Pawson
Professor Vanderson Rocha
Professor D J Roberts
Dr Stanworth

The research interests of the groups are as follows:

Professor Murphy & Dr Stanworth: clinical research (systematic reviews, clinical trials) to develop safe and effective transfusion practice

The primary objective of the group is to strengthen the evidence base for the effective and safe practice of transfusion medicine. The need to achieve this objective was highlighted in successive ‘Better Blood Transfusion’ Health Service Circulars and from 2000 three groups have been established in Oxford to meet this objective: Systematic Reviews Initiative (SRI), Clinical Trials Unit and Use of IT for safe and effective transfusion practice group.

Professor Rocha: biological and clinical studies on the use of alternative donor stem cells in transplantation

Current projects include (i) Umbilical cord blood stem/progenitor expansion to improve outcome from umbilical cord blood transplantation. (ii) Improving clinical application of umbilical cord blood transplantation and alternative donor stem cell transplants through a consortium of transplant centers performing Phase I/II trials in the UK and Europe to define best practice.

Professor Roberts: isolation and use of Tregs in HSCT

The current projects in immuno-haematology have focussed on understanding the mechanisms of graft versus host disease (GvHD) and how GvHD and the outcome of Haematopoietic Stem cell Transplantation may be modulated by the composition of the graft and the outcome improved by manipulation of the graft or cellular or molecular therapies. Recent findings have suggested that the number of T regulatory cells may improve the outcome of HSCT and we are planning to examine the mechanism(s) underlying this effect and how they may be used to develop new therapies.

Professor Watt: haemopoietic stem cell biology

The Stem Cell Research Laboratory has a series of projects aimed at understanding the biology of stem cell development and the homing of stem cells to tissues and are translating this research into the clinic.

Pluripotent stem cells may differentiate into blood, endothelial, muscle and mesenchymal cells etc. The use of stem cells may therefore lead to novel cell therapies for a wide variety of diseases including haematological malignancy, cancer and cardiovascular disease.

More details about the activities and publications of these 3 research groups on the Nuffield Department of Clinical and Laboratory Sciences website: http://www.ndcls.ox.ac.uk/research.php.
Duties of the post:

The core of the programme is a 4 year period with 50% allocated to clinical training and 50% to research, although these will be averaged over the 4 years allowing periods of full time research and periods of full time clinical work.

Clinical

Clinical attachments will be in full approved training posts within the Oxford Deanery Haematology Training Programme detailed below.

Research

- to engage in advanced study or research with the research laboratories at NHS Blood and Transplant, Oxford to engage in research or advanced study through attachment to other national or international laboratories undertaking research in Transplantation, Transfusion or Translational Medicine.
- to contribute through research activity, publication and securing external funding to maintaining the overall standard of a top rated department

Teaching

- to teach through university lectures, seminars and practical classes as requested by the Head of Department.
- to supervise graduate students
- to engage in university examining
- the teaching and supervision of undergraduates and graduates should be undertaken as required and maintained at a standard sufficient to satisfy the relevant Director of Studies and the Head of the Nuffield Department Clinical Laboratory Sciences, under the jurisdiction of the Medical Sciences Board. Accordingly all aspects of the Lecturer’s contributions to teaching, supervision and examining should fully satisfy the relevant external review bodies such as the GMC and QAA.

Management and Administration

- to co-operate in the administrative work of the Nuffield Department of Clinical Laboratory Sciences in both term and vacation under the direction of the Head of Department to collaborate in the Department’s research programme
- to undertake such other duties as may from time to time be determined by the Head of Department and the Director of Integrated Academic Training.

Study and Training:

This post is attached to an NTN (a). Post-holders will undergo an ARCP/RITA assessment on an annual basis to assess the quality of their clinical and academic training. An academic appraisal will also take place. They will be encouraged to go on relevant courses of postgraduate education covering the important skills required of a future clinical academic, namely, clinical, research, teaching, examining and management. Orientation within research or clinical attachments will be the responsibility of the relevant department. Library facilities are available on the John Radcliffe Hospital site.
The Department of Haematology

The OUH Department of Haematology delivers a tertiary level service and has close links with the University through internationally recognized units and laboratories.

The Department provides diagnostic and clinical services for Oxfordshire (population ~750,000) and acts as the hub for haematology referrals from the Thames Valley Cancer Network (TVCN) (catchment population 2.2 million). Strong links have been developed between referring hospitals and the Oxford University Hospitals NHS Trust (OUH) including joint education and operation meetings (Tumour Site Specific Group Meetings), joint consultant appointments and rotational training schemes for junior clinicians. The department supports site-specific working through four multi-disciplinary teams (MDTs) – lymphoma, leukaemia and myeloma. The blood and marrow transplant (BMT) MDT is under development. The department also provides a supra-regional service for TTP, haemophilia and thrombosis.

The Department has a strong academic base with a number of internationally recognized groups based in University research groups in the WIMM, NDCLS and NHS Blood and Transplant (NHSBT). Their work ranges from basic science through to translational studies integral to both early and late Phase clinical trials. This work is funded by the MRC (MRC Molecular Haematology Unit and 2 programme grants), 3 programme grants supported by CRUK, 3 programme grants supported by Leukaemia Lymphoma Research and 2 NIHR programme grants. In addition, research is supported by NIHR (through the BRC and NHSBT) and pharmaceutical partners.

Haematology (The Blood Theme) is an important component of the OUH Biomedical Research Council’s (BRC) current and renewed programme. Funding supports clinical research and new remunerated activity in molecular diagnostics, lymphoma and myeloid disorders. Furthermore, the Blood Theme engages senior University clinician scientists (Prof Jacobsen, Bass Chair of Stem Cell Biology, Prof Higgs and Prof Vyas), and improves research infrastructure for early and late phase trials.

This has consolidated the first phase of a plan to create a single integrated Department of Haematology bringing together Trust and University based groups into a single operational entity where key clinicians (University and NHS) and scientists work closely together.

The Haematology Training Programme

The 5 year Haematology training programme will be modified to suit the training needs of the successful candidate but is given here in full for reference. The scheme usually starts at ST3. The trainee’s work will be monitored for satisfactory progress and subject to annual reviews in the form of ARCPs. Progression will be dependent upon these reviews.

The posts on this rotation have been approved for Specialist Training by the JRCPTB. The programme is designed to equip the trainee for Higher Specialist Training in their chosen specialty.

The Postgraduate Dean has confirmed that this post has the necessary educational and staffing approvals.

The programme is based in several different Trusts throughout the Oxford Deanery so trainees may rotate to any of the following hospitals:

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<tr>
<th>Trust</th>
<th>Hospitals and Locations</th>
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<tr>
<th>Buckinghamshire Healthcare NHS Trust</th>
<th>1. Wycombe General Hospital, High Wycombe 2. Stoke Mandeville Hospital, Aylesbury</th>
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<tbody>
<tr>
<td>Heatherwood and Wexham Park Hospitals</td>
<td>Wexham Park Hospital, Slough</td>
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<td>NHS Foundation Trust</td>
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<tr>
<td>Milton Keynes Hospital NHS Foundation</td>
<td>Milton Keynes Hospital, Milton Keynes</td>
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<td>Trust</td>
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1. **DUTIES OF THE POST**

(a) **Principal Responsibilities:**

The specialty registrar will take part in a rota to cover the clinical and laboratory aspects of their training (see Training Programme).

(b) **Teaching**

Teaching of medical undergraduates and the instruction of other junior medical staff, nursing and laboratory staff.

(c) **Administration/Management**

The Speciality Registrar is encouraged to take part in the clinical and laboratory management meetings during the rotation and is also encouraged to attend management courses.

2. **TRAINING AND RESEARCH:**

(a) **Training Scheme**

It is intended to be flexible such that it can be modified in accordance with a trainee’s previous training in haematology and service requirements. The rotation continues to receive excellent feedback from annual trainee surveys and outstanding FRCPath results. An Educational Supervisor, who will be a consultant haematologist, will ensure facilities and opportunities are available. Assessment of all haematology trainees comprises supervisors’ reports at the end of each attachment and continuous assessment monitored through use of the training portfolio.

This record must be presented by the trainee

(i) to the educational and clinical supervisors for continuous assessment,

(ii) at the yearly formative assessments (ARCP) conducted under the auspices of the postgraduate dean,

(iii) to the STA (Specialist Training Authority) for award of a CCT (Certificate of completion of specialist training).
(b) Research:
There are excellent research facilities in the Department of Haematology and NHSBT in Oxford. An Academic department of Haematology which encompasses research groups in Oxford including LRF, MRC, Wellcome and NBS groups is at an advanced stage of development. Postholders will be expected to spend 50% of their time (averaged over four years) on clinical duties and 50% on post-doctoral research.

(c) Facilities for Study and Training
Postgraduate training recognition is available, including the final FRCPath exams and the programme is accredited by the JRCPTB and GMC. There are several formal and informal education sessions each week within the department.

TRAINING PROGRAMME
The training programme reflects the curriculum produced by the Haematology SAC of the JRCPTB. The guide below, may be subject to changes in timing of specific attachments.

Year One
Formal induction to laboratory haematology (including 6-12 weeks main laboratory, blood transfusion, coagulation and specialist haematology).

District General Hospital 9 - 12 months

Year Two
Transfusion + Haemophilia 6 months
Laboratory 3 months
Leukaemia/BMT or Lymphoma 6 months

The FRCPath part 1 exam should be taken before the end of year two.

Year Three
District General Hospital 9 - 12 months

Year Four
Lymphoma or Leukaemia/BMT 6 months
Laboratory 3 months
Paediatric Haematology 3 months

The FRCPath part 2 exam should be taken before the end of year 4.

Year Five
Laboratory 6 months
Option 6 months

1. During induction, the trainee will work in the laboratory alongside a senior trainee.
2. Option A in year five is to give the opportunity for a more specialised experience of some aspect of haematology, depending on the trainee’s interest.
3. Formative assessment (appraisal) will take place during every part of the rotation with an ARCP every 12 months. The FRCPath part 1 should be taken after about 18 months and the FRCPath part 2 before the end of year 4.
4. Continuous assessment will be undertaken by use of the training portfolio
5. Trainees are encouraged to attend clinical and laboratory management meetings.

6. The department will endeavour to provide funding for a trainee to attend one international meeting and minimum of one national meeting during the 5 year training programme.

**SUMMARY**

12 months on the Lymphoma and Leukaemia/BMT specialist teams
15 months in the laboratory (Inclusive of induction)
18 - 24 months at a district general hospital (with an option for a further 6 months)
3 months in blood transfusion
3 months in paediatric haematology
3 months at the Haemophilia Centre
6 months option (specialist attachment or DGH)

**Regulation and accreditation**

The Clinical Service has fulfilled all national NHS requirements to operate a full tertiary level service in haemato-oncology, blood transfusion and haemostasis and thrombosis. Blood and bone marrow transplant service requires and has secured international accreditation with the Joint Accreditation Committee isct. ebmt. (JACIE) and holds a Human Tissue Authority licence.

**Facilities**

Departmental facilities, services and key link services are divided across the three OUH hospitals: Churchill, John Radcliffe, and Horton General.

**Churchill Hospital**

Cancer and Haematology Centre

Haematology ward

- Provides an inpatient service for BMT, malignant and non-malignant haematology and research.
- 25-bed ward incorporating 10 HEPA filtered pressurised rooms for BMT, 5 single and 5 twin bed rooms, all with en-suite facilities.
- All rooms are designated areas of intrathecal chemotherapy.

Day Treatment Unit (DTU)

- Operates 5 days per week providing chemotherapy and supportive care.

Outpatient department

- Adjacent to the DTU, incorporating all haematology clinics.
- General and teaching clinic.
- Site-specific outpatient clinics.

Triage service

- Provides a 7-day week service for telephone triage and urgent patient review, in line with the acute oncology measures. This is a shared service with the Oncology Department and provides direct access.

**Oxford Haemophilia and Thrombosis Centre**

- The Oxford Haemophilia & Thrombosis Centre (OHTC) is one of the largest comprehensive care centres for haemophilia in the United Kingdom serving both
children and adults. It provides a supra-regional service covering Oxfordshire, Buckinghamshire, Berkshire and Northamptonshire.

- The centre incorporates a service for the diagnosis and treatment of deep vein thrombosis (DVT) on an outpatient basis. The DVT service sees around 1,400 referrals per year of which approximately 300 have thrombosis.
- The OHTC also runs the anticoagulant services for 7,500 patients.
- Located within the centre is specialized coagulation laboratory

**John Radcliffe Hospital**

- Laboratory haematology, including molecular diagnostics and immunophenotyping with on-site registrar to cover new referrals.
- Therapeutic apheresis and stem cell processing, testing, storage and distribution service provided by NHSBT. This is JACIE, MHRA and HTA accredited and is a regional service.

**Horton General Hospital**

- The Brodey centre, a day case chemotherapy and supportive care facility shared with the oncology service.
- Outpatient general haematology clinic.

**Academic links**

- Molecular Haematology Unit (MHU) based in the Weatherall Institute of Molecular Medicine (Departmental Head: Prof Doug Higgs).
- NDCLS (Departmental Head: Prof Kevin Gatter).
- NHSBT.
- External.

**Multi-disciplinary teams**

- 4 functional network MDTs to cover lymphoma, leukaemia, myeloma and BMT. See individual operational policies for lymphoma, myeloma and leukaemia MDs.
- Site specific Clinical Nurse Specialists (CNS) for lymphoma, myeloma, BMT and soon to be appointed CNS leukaemia. There is also a specific role which liaises with the referring TVCN hospitals for BMT.

**Sources of Patient Referrals**

- ‘Two week wait’ bureau.
- General Practitioners.
- Inter-departmental.
- Tertiary, e.g. TTP diagnosis and management, haemophilia, complicated thrombosis patients, referrals for high dose therapy, blood and bone marrow transplantation and early phase clinical trials.

**Clinical service**

Four multi-disciplinary teams are responsible for service delivery and are currently accountable to the Lead for Clinical Haematology.

**Directorate Management Structure**

Clinical haematology currently resides in the Directorate of Oncology within the Division of Surgery and Oncology
## Selection Criteria

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<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
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<tr>
<td><strong>Eligibility</strong></td>
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<tr>
<td>• Medically qualified.</td>
<td>• Evidence of commitment to specialty</td>
<td>Application form</td>
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<tr>
<td>• ST3 or above and more than one year to complete CCT.</td>
<td>• Intercalated honours degree and/or additional qualifications e.g. an MSc</td>
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<tr>
<td>• At application, to hold or have submitted for a Higher Degree (PhD/MD/ DPhil).</td>
<td>• Evidence of commitment to undergraduate and post graduate teaching</td>
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<td>• At the time of starting the post (if appointed), the applicant must have completed the Higher Degree. See notes below*</td>
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<td>• Documented evidence of good progress in clinical training and that completion of specialty training may be accommodated during the 4 year period of the post.</td>
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<td>• Not held an NIHR ACL post previously.</td>
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<td><strong>Knowledge &amp; achievements</strong></td>
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<td>• Demonstration of the potential for scientific independence and the ability to lead a research team</td>
<td>• Knowledge of why Oxford is the best place to support the specific research, education and training needs.</td>
<td>Application form and interview</td>
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<td>• Publications in peer-reviewed journals</td>
<td>• Prizes or distinctions</td>
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<td>• Presentation of work at a national or international meeting</td>
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<td>• Possession of external grant support or applications in progress</td>
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<td><strong>Educational &amp; personal aspects</strong></td>
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<tr>
<td>• Demonstration of understanding and commitment to an academic career</td>
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<td>Application form</td>
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<td>• Ability to provide a cogent explanation of medium and long-term career goals</td>
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<td>• Demonstration of educational reasons for applying for NIHR ACL Programme</td>
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<td><strong>Professional skills</strong></td>
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<td>• Evidence of team working skills</td>
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<td>Application form and interview</td>
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<tr>
<td>• Evidence of potential to become a leader in chosen field</td>
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<tr>
<td>• Demonstrable high-level skills in oral and written scientific and clinical communication</td>
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A detailed person specification by speciality, for higher specialty training as defined by MMC, can be found at: [http://tiny.cc/athls](http://tiny.cc/athls)
*Notes on Postgraduate Qualification:*

The NIHR Academic Clinical Lectureship phase is aimed at doctors that already hold – at the time the post is taken up – a PhD/MD/DPhil (or equivalent) and who already have specialty training experience. It provides opportunities for post-higher degree research and facilitates applications for further research funding for doctors working towards completion of specialty training.

The NIHR allows potential NIHR Academic Clinical Lecturers to apply for the scheme before they have completed their postgraduate qualification. Under the 2011-12 scheme, a successful candidate must commence work before 31 March 2012 and, in order to take up a post, must have completed their PhD/DPhil/MD before their start date. To meet this criterion, the applicant should have been successfully examined: this means that the final examiners’ report has been signed off by their University, after approval of any minor corrections.

Successful candidates will be asked to supply a Degree Confirmation letter (or equivalent) as proof of completion, before a start date can be agreed and a contract issued.

Please see the NIHR Academic Clinical Lectureships’ Entry, Eligibility, and Exit Points from April 2011 (annexed for information).

**APPLICATIONS**

Please complete the application form attached or request one by phone on 01865 857940 or email: divoff.jobs@medsci.ox.ac.uk. Completed application forms along with a Curriculum Vitae should be sent preferably by email to divoff.jobs@medsci.ox.ac.uk or by post to Mrs Pauline Batterby, Medical Sciences Offices, Level 3, John Radcliffe Hospital, Oxford OX3 9DU, by no later than 12 noon on Monday 6 February 2012. Interviews will take place on Monday 20 February 2012.

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) on the application form.

All reasonable interview expenses will be reimbursed on receipt of a signed travel claim and valid receipts. The appointment will be subject to satisfactory completion of a medical questionnaire and the provision of proof of the right to work in the UK.

**Terms and Conditions**

1. The appointment will be for a fixed term of four years. However, the appointment will end after four years or six months after completion of CCT, whichever is earlier. There will be a formal review at the end of a probationary period of two years.

2. The salary for Academic Clinical Lecturers will be on the scale A67, £31,523 - £55,754 per annum 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 Academic Clinical Lecturer will have the option of becoming or remaining a member of the Universities Superannuation Scheme (USS) or of remaining a member of the National Health Service Pension Scheme.

4. All appointments are subject to the relevant provisions of the Statutes and Regulations of the University in force from time to time, as published from time to time in the University Gazette.

All Academic 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 person appointed to this post will receive fuller details soon after he or she takes 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 Academic Clinical Lecturer will be required to take part in the relevant NHS appraisal scheme.

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 all staff is offered equal opportunities within employment. 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 gender, marital or civil partnership status, sexual orientation, religion or belief, racial group, age or disability.

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

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. Removal expenses and travelling expenses in connection with the move to Oxford of the successful candidate are generally paid up to a cap of £8,000 in appropriate cases. For more information please visit  
http://www.admin.ox.ac.uk/finance/expenses/relocationscheme/
INTRODUCTION
This guidance note relates to recruitment to NIHR Clinical Lectureships (CL) starting on or after 1 April 2011. Successful applicants must be in post by 31st March 2012.

The NIHR Clinical Lectureship phase is aimed at doctors with a PhD/MD (or equivalent), who already have specialty training experience. It provides opportunities for post-higher degree research and facilitates applications for further research funding for doctors working towards completion of specialty training.

RECRUITMENT AND THE AWARD OF A NTN(A)
The award of a NTN(A) will be made to applicants who are successful in the appointments process. Since NTNs are awarded by Postgraduate Deans, the Deanery must lead the appointment process. Panels must ensure that both clinical and academic standards for appointment are met.

APPRAISAL
- There should be joint academic and clinical appraisal according to Follett principles with assessment, according to College and Deanery recommendations for Clinical Lecturers. A general overview for reviewing the progression of trainees undertaking joint clinical and academic training programmes is provided in the Gold Guide, though to aid trainees, supervisors and assessors in reviewing academic training and progress, the Academy of Medical Sciences has formulated supplementary guidelines available at: http://www.acmedsci.ac.uk/download.php?file=/images/publication/Guidelin.pdf

ENTRY
- The Clinical Lecturer phase is aimed at doctors who must already hold a higher research degree (MD/PhD or equivalent).

- The 4-year duration of the NIHR Clinical Lectureship may mean that a period of dedicated clinical training is appropriate prior to application in order to allow completion of specialty training within the 4-year period. This must be taken into account by the individual and his/her training programme.

- Clinical Lectureships are designed for those that have already had a substantial period of clinical training, therefore appointments may not be made at FY2, CMT, ST1 or ST2. Clinical Lectureship posts may only be offered at ST3 or above.

- Individuals who are successful at interview must be able to take up their post before 31st March 2012.

ELIGIBILITY
- Clinical Lectureship posts are only available to medically qualified candidates.
• Open to Specialist Registrars (SpR) or Specialty Registrars (StR) who have completed a PhD/MD (or equivalent) or a MB PhD programme.

• Doctors with specialist/ty experience (as an SHO, LAT or equivalent) who meet the entry criteria for entry into specialty training and who have completed a PhD/MD (or equivalent) are also eligible.

• Candidates may apply for a Clinical Lectureship post if they have already submitted their PhD/MD thesis at the time of application. However, successful candidates may not take up their post until their PhD/MD has been fully awarded. If it will not be awarded until after the 31st March 2012 deadline, then the candidate is ineligible to apply for a 2011 Clinical Lectureship.

• Candidates that have already completed one Clinical Lectureship may not apply for another.

• Candidates with less than 1 year to CCT may be more suited to a Clinician Scientist award or other post-doctoral fellowship, rather than a Clinical Lectureship.

• Open to GPs who have completed a PhD/MD (or equivalent) and have completed their clinical training.

COMPLETION OF AN NIHR CLINICAL LECTURESHIP
• The duration of an NIHR Clinical Lectureship will be for a maximum of 4 years or until CCT is reached, whichever is the sooner. During this time the trainee combines 50% clinical specialty training with 50% academic training to complete a substantial piece of postdoctoral research.

• It is expected that a substantial number of the trainees will, where appropriate, apply for a further peer reviewed, externally-funded post-doctoral training award (such as the Clinician Scientist Award) or an award to support further training as an educationalist.

• The NIHR Clinical Lectureship phase will normally end at the Completion of Clinical Training (CCT). A 6 month period of grace will operate. Exceptionally this may be further extended by local agreement (including funding arrangement) between the Head of Medical School and local Post-graduate Dean where this is in the interest of the Clinical Lecturer. Permission must also be sought from the NIHR TCC in writing.