NIHR Integrated Academic Training Path

Further particulars for the post of NIHR Academic Clinical Lecturer in Anaesthetics (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

The University of Oxford

The University of Oxford is a complex and stimulating organisation, which enjoys an international reputation as a world-class centre of excellence in research and teaching. It employs over 10,000 staff and has a student population of over 21,000.

Most staff are directly appointed and managed by one of the University’s 130 departments or other units within a highly devolved operational structure - this includes 5,900 ‘academic-related’ staff (postgraduate research, computing, senior library, and administrative staff) and 2,820 ‘support’ staff (including clerical, library, technical, and manual staff). There are also over 1,600 academic staff (professors, readers, lecturers), whose appointments are in the main overseen by a combination of broader divisional and local faculty board/departmental structures. Academics are generally all also employed by one of the 38 constituent colleges of the University as well as by the central University itself.

The University’s income in 2010/11 was £919.6m. Oxford is one of Europe's most innovative and entrepreneurial universities: income from external research contracts exceeds £376m p.a., and more than 60 spin-off companies have been created.

For more information, 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 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, will be able to undertake clinical duties in order 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 of four years. However, the appointment will end after four years or six months on completion of CCT, whichever is earlier.

The Nuffield Department of Clinical Neurosciences (NDCN)
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, the Professor of Neuroimmunology (Lars Fugger FMedSci) and the Nuffield Professor of Anaesthetic Science (Irene Tracey)); twelve titular Professors (Christopher Kennard FMedSci, Head of Department, Russell Foster FRS, Robert MacLaren, Mark Hankins, Peter Rothwell FMedSci, Peter Jezzard, 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).

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 Professorship of 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.

**The Oxford Deanery (PGMDE)**

The Oxford Deanery covers the counties of Oxfordshire, Berkshire and Buckinghamshire. The School of Anaesthetics training programme is centred on the Oxford Radcliffe Hospitals NHS Trust and incorporates rotations with Trusts in Milton Keynes in North Buckinghamshire, High Wycombe and Aylesbury in Buckinghamshire to the east, and Reading and Slough in Berkshire, to the south and east. We have one ST5 training post in The Great Western Hospital, Swindon. The Oxford Deanery is part of the South Central Strategic Health Authority which serves a large population and covers the regions mentioned above as well as the Wessex Deanery areas of Hampshire and the Isle of Wight. The Oxford Deanery is responsible for the training of some 1500 trainees, of whom over 130 are anaesthetic trainees.

**The Anaesthetic Specialty Registrar Training Programme (ST3-7)**

The Anaesthetic ST training programme is a 5 year programme, starting at ST3. The ACL postholder will have clinical attachments in the Oxford University NHS Trust and in some of the associated District General Hospitals which will enable the trainee to acquire the necessary higher & advanced level competencies specified in the Royal College Curriculum. ([http://www.rcoa.ac.uk/careers-training/training-anaesthesia/the-training-curriculum/CCT2010](http://www.rcoa.ac.uk/careers-training/training-anaesthesia/the-training-curriculum/CCT2010)). All of the posts have are approved for Specialist Training by the Royal College of Anaesthetists and the GMC. During this time, the trainee's work is monitored for satisfactory progress and subject to annual reviews in the form of ARCPs. Progression on the programme is dependent upon these reviews. With the recent introduction of the College ePortfolio, we expect trainees to increasingly avail of this method of assessment and record-keeping and it will be mandatory for all new trainees from August 2012.

In order for the postholder to be eligible for a CCT at the completion of the post it is envisaged that the successful candidate will already have or be close to receiving their ILTC from the Royal College i.e. the candidate will be at or approaching the end of their ST3 year. The post attracts a National Training Number and provides training towards a Certificate of Completion of Training (CCT).

Further information on the Oxford Deanery Anaesthetics Specialty Training Programme can be found on the School website: [http://sites.google.com/site/oxfordanaesthesiaschool/home](http://sites.google.com/site/oxfordanaesthesiaschool/home)

Key Contacts:
Head of School: Dr Oliver Dyar (Oliver.Dyar@ndcn.ox.ac.uk)
Programme Director: Dr Vivian Addy (Vaddy@btinternet.com)
Programme Manager: Mrs Mairi Hills (Mairi.Hills@Oxforddeanery.nhs.uk)
Academic Programme Director: Professor Irene Tracey, Head, NDA & Director, FMRIB Centre. (irene.tracey@ndcn.ox.ac.uk)

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

<table>
<thead>
<tr>
<th>Trust</th>
<th>Hospitals and Locations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oxford University Hospitals NHS Trust</td>
<td>John Radcliffe Hospital, Headington, Oxford</td>
</tr>
<tr>
<td></td>
<td>Churchill Hospital, Headington, Oxford</td>
</tr>
<tr>
<td>Hospital Name and Trust</td>
<td>Hospital Address</td>
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<tr>
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</tr>
<tr>
<td>Heatherwood and Wexham Park Hospitals NHS Foundation Trust</td>
<td>Wexham Park Hospital, Slough</td>
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<tr>
<td>Royal Berkshire NHS Foundation Trust</td>
<td>Royal Berkshire Hospital, Reading</td>
</tr>
<tr>
<td>Buckinghamshire Healthcare NHS Trust</td>
<td>Stoke Mandeville, Aylesbury</td>
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<tr>
<td>Great Western Hospitals NHS Foundation Trust</td>
<td>Great Western Hospital, Swindon</td>
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<tr>
<td>Milton Keynes Hospital NHS Foundation Trust</td>
<td>Milton Keynes General Hospital</td>
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</table>

**Rotation Information**

Expected rotation arrangements for this programme are:

- **ST3** year is spent at the hospitals in NHS Trust: training and experience in the specialist areas (tertiary referral) some of which are not available in the DGHs, e.g. neuro, cardiac anaesthesia; Intensive care (first 3 months of required 6 months) paediatrics.

- **ST4** and **ST5** are spent in a DGH. In ST4 the trainee is expected to complete the competencies of Intermediate level training which have not been gained in Oxford. This and success at the Final FRCA exam lead to the receipt of the Intermediate Level Training Certificate. In ST5, higher level training begins. This is a particularly intense period, as the majority of the components of the General Duties Essential Unit are undertaken. ([http://www.rcoa.ac.uk/CCT/AnnexD](http://www.rcoa.ac.uk/CCT/AnnexD))

- **ST6** and **ST7** are spent at the hospitals of the Oxford Radcliffe Hospitals NHS Trust, where the final components of higher and advanced training are undertaken, leading to the completion of training and the recommendation for CCT.

However, this can change depending on the needs of the trainees and the training programme. The School provides training and experience in all the required areas of the 2010 curriculum, and at the appropriate level (basic/intermediate/higher/advanced) using this system.

**Description of research component of programme:**

The research time will be spent at the University of Oxford and within the newly formed Nuffield Department of Clinical Neurosciences, within which is the Nuffield Division of Anaesthetics (NDA).

The ACL will benefit from new state-of-the-art laboratory facilities at the West Wing, part of the new hospital on the John Radcliffe Hospital site, as well as the Oxford Centre for Functional Magnetic Resonance Imaging of the Brain (FMRIB), one of the world’s leading human neuroimaging centres. As such, there is an outstanding environment and opportunity for training anaesthetists to participate in world class, internationally competitive research. There is a proven track record of mentoring young researchers by scientists and academic clinicians. From the time of appointment, each ACL will be attached to the NDA academic mentor for this scheme (Professor Tracey, who is Head of NDA and Director of FMRIB Centre) alongside their research supervisor. Together, regular meetings with the trainee and
his/her clinical supervisor will occur to oversee that appropriate training (research and clinical) is being provided throughout the course of the programme. With the bringing together of anaesthetics, clinical neurology, FMRIB and ophthalmology into one larger department (the Nuffield Department of Clinical Neurosciences), the opportunity for novel research collaborations and sharing of high-end equipment has rapidly expanded for anaesthetics due to this increased critical mass. This is a very exciting time to join the NDA where the research opportunities fall within four broad categories:

1) PAIN:
(a) Pain neuroimaging group, led by Professor Tracey, investigating human central nervous system mechanisms of nociceptive processing in acute and chronic pain and their relief by pharmacological agents using state-of-the-art neuroimaging techniques, including a recently installed 7 Tesla whole body MR system.
(b) Systematic reviews and analysis of analgesic efficacy (led by Professor Andrew Moore)
(c) Oxford Persistent Postoperative Pain Study (OxPPOPS) (led by Dr Jane Quinlan and Dr Katie Warnaby).

(2) RESPIRATION:
(a) Systems respiration (led by Dr Kyle Pattinson). Predominantly uses neuroimaging to investigate mechanisms of respiratory control in health and disease.
(b) Cellular respiration (led by Dr Jaideep Pandit). Investigates the basic cellular and molecular aspects of respiratory control.
(c) Modelling respiration (led by Dr Andrew Farmery). Using combination of cellular and modelling approaches to tackle the issue of tissue oxygenation and perfusion.

(3) INTENSIVE CARE:
(a) Improving patient safety in the intensive care environment with national trial based studies (led by Dr Duncan Young).
(b) Neuro-intensive neuroimaging studies of patients post subarachnoid haemorrhage (led by Drs Matt Rowland, Kyle Pattinson, Jon Westbrook and Professor Jezzard)

(4) MECHANISMS OF ANAESTHESIA:
Using neuroimaging to understand at a systems level the neural underpinnings of anaesthesia induced states of unconsciousness in humans (led by Drs Róisín Ní Mhuircheartaigh, Richard Rogers and Professor Tracey)

(5) SIMULATION and MEDICAL EDUCATION:
In addition, we have developed a new simulation centre, the OxSTAR Centre, that provides training via simulation and in collaboration with the Education Department (Professor Ingrid Lund) research studies to determine the impact that simulation training has on medical training (led by Dr Helen Higham).

Oxford University Hospitals NHS Trust - Nuffield Department of Anaesthetics
The Nuffield Department of Anaesthetics comprises closely associated University and NHS departments, and is one of the largest anaesthetic departments in the country. The Nuffield Department provides anaesthetic and critical care services to all of the Oxford Hospitals.

The John Radcliffe Hospital is the principal teaching hospital with a main complex of 10 operating theatres and adjacent recovery and critical care areas, including the Adult and Paediatric Intensive Care Units and the Cardiothoracic Critical Care Unit. The Emergency Medicine Department and Trauma Service are also based here. The Women's Centre at the John Radcliffe has 2 Gynaecology theatres and 3 Obstetric theatres, and there are over 6500 deliveries per year. Neurosciences, ENT, plastic and craniofacial surgery and the Oxford Eye Hospital moved to the new purpose built West Wing in 2008. The West Wing has 14 operating theatres and the Neurosciences Intensive Care Unit. The new purpose built Children's Hospital is also on the John Radcliffe site, and the Oxford Heart Centre opened in 2009.
The Churchill Hospital has 10 operating theatres, the Churchill Intensive Care Unit, the Renal and Chest Units, and the new Cancer Centre which opened in 2009. Current specialties include gynae-oncology, urology, transplant, breast cancer, upper/lower GI and bariatric surgery, and radiotherapy. The Pain Relief Unit is also based at the Churchill Hospital.

The Nuffield Orthopaedic Centre has 6 theatres for elective orthopaedic surgery, the Bone Infection Unit and Bone Tumour Service.

**Duties of the postholder**

The post holder will spend 40% - 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, for example by being given a period of weeks or months of concentrated time for research.

a) Clinical

- clinical attachments will be in fully approved training posts at the relevant NHS Trust - the Oxford University Hospitals NHS Trust or the anaesthetic departments of other Oxford Deanery NHS Trusts.

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.

c) Teaching

- to teach through university lectures, seminars and practical classes as requested by the Head of Department (HOD) or any other person nominated by HOD.
- to supervise graduate students.
- to engage in university examining.

d) Management and Administration

- to co-operate in the administrative work of the Department in both term and vacation under the direction of the Head of Department or any such person nominated.
- to undertake such other duties as may from time to time be determined by the Head of Department or any such person nominated.

e) 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.

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

<table>
<thead>
<tr>
<th>Eligibility</th>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
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<tbody>
<tr>
<td></td>
<td>• Medically qualified.</td>
<td>• Evidence of commitment to specialty</td>
<td>Application form</td>
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<tr>
<td></td>
<td>• ST3 or above and more than one year to complete CCT.</td>
<td>• Intercalated honours degree and/or additional qualifications e.g. MSc etc</td>
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<td></td>
<td>• Must have FRCA or equivalent qualification</td>
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<td></td>
<td>• a) At application, to hold or have submitted for a Higher Degree (PhD/MD/DPhil).</td>
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<td>b) 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>• 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 a NIHR ACL post previously.</td>
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<table>
<thead>
<tr>
<th>Knowledge &amp; achievements</th>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
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<tr>
<td></td>
<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></td>
<td>• Publications in high quality 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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<tr>
<th>Educational &amp; personal aspects</th>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• Demonstration of understanding and commitment to academic career</td>
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<td>Application form</td>
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<td></td>
<td>• Indication of medium and long-term career goals</td>
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<td></td>
<td>• Demonstration of educational reasons for</td>
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* Please note: Application form requires additional information.
### Essential Desirable How evaluated

<table>
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<tr>
<th>Professional skills</th>
<th>• Evidence of team working skills</th>
<th>Application form and interview</th>
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<tbody>
<tr>
<td></td>
<td>• Evidence of potential to become a leader in chosen field</td>
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<tr>
<td></td>
<td>• Demonstrable skills in oral and written scientific and clinical communication</td>
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</table>

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 and dentists that already hold 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 2012-13 scheme, a successful candidate must commence work before 31 March 2013 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 examiner’s report has been signed off by their University, after approval of 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 2012 (annexed for information).

**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 following a report requested after 18 months in post.

2. Salary for Academic Clinical Lecturer 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 University’s superannuation scheme (USS) or of remaining a member of the National
Health Service 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, 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 congreation 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 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.


13. Subject to HMRC regulations and the availability of funding, a relocation allowance may be available. Further details are available on the website at [http://www.admin.ox.ac.uk/finance/expenses/relocationscheme/](http://www.admin.ox.ac.uk/finance/expenses/relocationscheme/)

**How to apply**

Please complete the application form attached or request one by phone on 01865 221620 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 Ms Alison Ding, Medical Sciences Offices, Level 3, John Radcliffe Hospital, Oxford OX3 9DU, by no later than the noon of **21 June 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.
NIHR Clinical Lectureships:
Entry, Eligibility, and Exit Points from April 2012

INTRODUCTION

This guidance note relates to recruitment to NIHR Clinical Lectureships (CL) starting on or after 1st April 2012. Successful applicants must be in post by 31st March 2013.

The NIHR Clinical Lectureship phase is aimed at doctors with a PhD/MD (or equivalent) in a relevant subject area, 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. The majority of candidates should already hold a NTN, however where a candidate does not, then the panel must be constituted to allow the award of a NTN. 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) in a relevant subject area.
• 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 2013.

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) in a relevant subject area 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) in a relevant subject area 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 2013 deadline, then the candidate is ineligible to apply for a 2012 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.