UNIVERSITY OF OXFORD
Department of Paediatrics

Further particulars for the post of Clinical Lecturer in Paediatrics

GENERAL

The University of Oxford

The University of Oxford enjoys an international reputation as a world-class centre of excellence in research and teaching. It employs over 7,800 academic, research and support staff across a wide range of academic disciplines.

The Medical Sciences Division, within which the Department of Paediatrics is located, includes the clinical and preclinical departments of the Medical School, plus Experimental Psychology and Biochemistry (see http://www.medsci.ox.ac.uk/). The division is one of the major centres for clinical and basic biomedical research in Europe. It comprises over 2200 academics and staff, 800 graduate students and 900 undergraduates; about 350 NHS Clinicians and GPs contribute to our teaching activities. In total over 2500 individuals are involved in research.

Medical sciences research at Oxford has maintained its pre-eminent standing, as demonstrated by the results of the 2008 Research Assessment Exercise (RAE). Analysis of the preliminary results published in December 2008 places Oxford medical sciences research as being of the highest quality in the UK in four separate medical science disciplines.

The Times Higher Education has analysed the original data provided by HEFCE and has published a league-table style analysis that ranks the quality of the research submitted to each Unit of Assessment (UoA). In this analysis, Oxford is ranked highest in the UoAs of Cardiovascular Medicine, Infection & Immunity, Primary Care & Other Community Based Clinical Subjects, and Pre-clinical & Human Biological Sciences. Oxford achieved 2nd place ranking in: Psychology, Biochemistry and Other Laboratory Based Clinical Subjects.

An on-going capital programme of approximately £106 million is funding a series of prestigious buildings and research centres. A detailed review of our programmes and themes can be found on the research pages of the divisional website.

In teaching, we have received high marks in Quality Assurance Agency (QAA) Academic Reviews - most recently receiving a top score for our Clinical and Experimental Psychology courses. We have first place in The Guardian Education’s University Guide 2008 tables for our courses in Physiology, in Medicine and in Psychology.

The Division fosters the highest possible standards in research, teaching and patient care and seeks to recruit staff that share this vision. We aim to sustain a high standard both in teaching and research and further the development of students by providing an environment in which basic and clinical research are actively pursued at the highest level. The medical course is suited to students with a strong interest in, and aptitude for biomedical science, and all students obtain an honours degree after 3 years.

Clinical Lecturerships at Oxford are for a specific fixed-term period because they are training posts designed for those hoping for a career in academic medicine. During the period of these posts you will be given 50% of protected time to undertake research. These posts are for six years with a formal review at the end of a probationary period of two years following a report requested after 18 months in post. Clinical Lecturers continue to receive clinical experience and training leading to the CCT. In addition there is a requirement to play a major role in the teaching of medical students. The Medical Sciences Division provides mentors and teaching advisers to provide support for all aspects of the Clinical Lecturers’ work and in addition the Oxford Learning Institute provides educational advice and a wide variety of courses in aspects of research (applying for research grants etc), management and the teaching of students. The relevant research group offers support for research.
Applications from women and ethnic minorities are particularly welcome.

About The Department of Paediatrics

The University Department of Paediatrics was established in 1972 and is a part of the Medical Sciences Division at the Children’s Hospital, Oxford. The Department has a major interest in infectious diseases in infancy and childhood and comprises clinical, teaching and research facilities within the Children’s Hospital, the Women’s Centre, the Institute of Molecular Medicine, the Peter Medawar Building, the Wellcome Trust Centre for Human Genetics (WTCHG) and the Centre for Clinical Vaccinology and Tropical Medicine (CCVTM) at the Churchill Hospital. We currently employ around 80 clinical practitioners, research scientists and administrative staff and have an annual turnover in excess of £4 million, with more than 65 research grants.

For further information about the Department of Paediatrics, please visit our website at www.paediatrics.ox.ac.uk

The Department of Paediatrics has a long-standing interest in paediatric diseases and a research portfolio reflecting diverse aspects of child health. The Department has strong links with the NHS Department of Paediatrics, which is co-located in the new Children’s Hospital. The postholder will be expected to divide their time between teaching, research and clinical duties throughout the tenure of their posts and to make a significant contribution to one of the research areas within paediatrics. They will also, with two other clinical lecturers, undertake responsibility for organisation of undergraduate students attached to the department. The postholder will assist in student assessment by presentations and by written and clinical examination.

Staffing Structure

Consultants within the University and NHS Departments of Paediatrics:

Dr Elerie Adams  Consultant Paediatrician (Neonatal Medicine)
Dr Satish Adwani  Consultant Paediatric Cardiologist
Dr Mark Anthony  Consultant Neonatologist
Dr Mary Anthony  Consultant Paediatrician (Neonatal Medicine)
Dr Nick Archer  Consultant Paediatric Cardiologist
Dr Charlotte Bennett  Consultant Paediatrician (Neonatal Medicine)
Dr Janet Craze  Consultant Paediatrician (Renal & General)
Dr Julie Edge  Consultant Paediatrician (Endocrinology, Diabetes, General)
Dr Sri Gada  Consultant Community Paediatrician
Mr Hugh Grant  Consultant Paediatric Surgeon
Dr Georgina Hall  Consultant Paediatric Haematologist/Oncologist
Miss Rowena Hitchcock  Consultant Paediatric Surgeon
Dr Jeremy Hull*  University Lecturer & Hon Consultant Paediatrician (Respiratory Medicine, General)
Dr Kevin Ives  Consultant Paediatrician (Neonatal Medicine)
Professor Paul Johnson*  Clinical Reader & Hon Consultant in Paediatric Surgery
Dr Dominic Kelly  Consultant (Horton Hospital)
Prof Dominic Kwiatkowski*  Hon Consultant Paediatrician (Tropical Paediatrics)
Miss Kokila Lakhoo  Consultant Paediatric Surgeon
Dr Sheila Lane  Consultant Paediatric Oncologist
Dr Kenny McCormick  Consultant Paediatrician (Neonatal Medicine)
Dr Tony McShane  Consultant Paediatric Neurologist
Dr Chris Mitchell  Consultant Paediatric Oncologist
Dr Josep Panisello  Consultant Paediatric Intensivist
Dr Mike Pike  Consultant Paediatric Neurologist
Professor Andrew Pollard*  University Lecturer & Hon Consultant
Duties of the post:

The postholder will be responsible to the head of the department (currently Dr P.B. Sullivan). Their duties will be divided so that approximately one third each will be spent on clinical work, research, and teaching duties.

i) Research

The postholder is expected to make a significant contribution to research into child health under the supervision of a research group head. The area of research may relate to the current interests of the department or represent further development of the lecturer's research interest. The postholder will spend approximately 50% of their time undertaking research and teaching activities, with the remainder being spent on clinical duties over the duration of the contract. This does not necessarily mean this amount of time is set aside each week but may be made up by being given a period of weeks or months of concentrated time for research.

Currently, the unit can provide support for projects in the following project areas in paediatrics:

- Gastroenterology
- Growth and nutrition
Those postholder who do not already possess a higher degree would be expected to work for one during the tenure of this post.

ii) Teaching

The paediatric medical student course runs for eight weeks, with six courses per year. The course has undergone significant changes in recent years with use of interactive web pages for course delivery and assessment.

The postholder, in rotation with the other clinical lecturers, will be responsible for liaising with the teaching administrator over the day-to-day organisation of the student course. The teaching commitment includes: a brief induction tour for students at the start of each course, a one-hour seminar and a one-hour one-to-one tutorial each week; a problem-based learning session of 1.5 hours every 8 weeks; a one-hour specialist tutorial every 8 weeks; 2 one-hour teaching ward rounds every 8 weeks; 3 hours’ basic life-support training every 8 weeks; presentation of a 3 hours history-taking and physical examination module every 8 weeks. They will be responsible to the Director of Teaching and Learning (Prof. Philip Goulder) for their teaching duties. Teaching responsibilities will apply throughout the tenure of the post.

The successful applicant will be expected to attend a number of courses run by the Oxford Learning Institute and attendance on such courses will be reviewed when renewal of the post is considered beyond the initial three years. See the division’s website at http://www.medsci.ox.ac.uk/teaching.

iii) Examining

The postholder will be involved with the other two clinical lecturers and other senior staff in assessing the students’ presentations, assisting with the organisation of the clinical examination, and examining and/or invigilating for the written examination once every 8 weeks.

iv) Clinical Duties

It is expected that the clinical lecturers will have completed Core Higher Specialist Training in paediatrics (24 months). The postholder’s clinical work will optionally involve training in a selected sub-speciality to the level agreed by the relevant Royal College of Paediatrics and Child Health Specialist Advisory Committee (CSAC). On-call duties commensurate with this training will be in the paediatric service, linking with the work of the specialist registrars (SpRs) and staff grade doctors in accident and emergency and the senior house officers in the NHS Department of Paediatrics.

The postholder’s clinical commitment comprises 3 fixed sessions and one flexible session per week, with participation in the on call rota up to Band 1A with some prospective cover. Please note that the Banding might change.

The Clinical Lecturers will ultimately be responsible to the Head of the University Department of Paediatrics (currently Dr Peter B. Sullivan), and will carry out teaching, research, clinical work and administrative duties under the Head’s direction. The Clinical Lecturer’s clinical responsibilities will be agreed between the Chairman of the NHS Department of Paediatrics and the Head of the University Department of Paediatrics.
Outline of NHS Trust
The Oxford Radcliffe Hospital NHS Trust (ORHT) consists of four hospital sites: the John Radcliffe Hospital and Churchill Hospital in Oxford and the Horton Hospital in Banbury. There are 130 surgical beds within the Trust, an intensive care unit, an HDU and sophisticated radiological facilities supporting a broad range of surgical specialities. The Trust acts as both a District General Hospital for Oxfordshire and a tertiary referral centre for the region and beyond.

v) Study and Training
The postholder will undergo a RITA/ARCP assessment on an annual basis to assess the quality of their clinical training. Subject to available funding, the postholder will be encouraged to go on relevant courses of postgraduate education. Orientation within research or clinical attachments will be the responsibility of the department. Library facilities are available on the John Radcliffe site. The relevant clinical Consultant will be responsible for an annual candidate appraisal.

Selection Criteria

Essential:

• A medical qualification registered with the United Kingdom and possession of the MRCPCH diploma or an equivalent qualification recognised by the RCPCH.
• At least two years Core Higher Specialist Training in Paediatrics.
• Research experience.
• A demonstrable ability to work in multi-professional teams.
• Demonstrable skills in oral and written scientific and clinical communication.
• Interpersonal skills necessary to build working relationships with staff and students at all levels
• A strong and demonstrable commitment to the organisation and delivery of teaching.

Desirable:

• A strong sub-specialty interest which is compatible with the research opportunities currently available within the Department of Paediatrics (see ‘(i) Research’, above)
• An interest in the academic evaluation of teaching and development of teaching methods
• Evidence of clinical audit and management experience, information technology skills, prizes and honours will lend support to any application.
• Information technology skills, especially web-page design
• Management experience

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

Terms and Conditions
1. The appointment will be for a fixed term of six years. The appointment will be reviewed formally at the end of a probationary period of two years following a report requested after 18 months in post.
2. Salary will be on the scale **A64 (£30,992 - £49,670)** 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 maternity 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/](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/](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. **Further information**: Informal enquiries can be made to Dr Peter B. Sullivan, Head of Department: peter.sullivan@paediatrics.ox.ac.uk

**How to apply**:

A letter of application, accompanied by a curriculum vitae, a list of principal publications, and the names of two referees should be sent to the Recruitment Administrator, preferably by email to recruitment@paediatrics.ox.ac.uk or by post to University Department of Paediatrics, Room 02-46-06, Level 2, Children’s Hospital, Headley Way, Headington, Oxford, OX3 9DU (Tel +44 (0)1865 222945) for receipt not later than 18 November 2011. There is no application form. 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). Those interviewed might be requested to give a presentation on a topic.

All reasonable interview expenses will be reimbursed on receipt of a signed travel claim and valid receipts.

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/](http://www.admin.ox.ac.uk/finance/expenses/relocationscheme/)