Further particulars for the post of Clinical Lecturer in Obstetrics & Gynaecology

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 Nuffield Department of Obstetrics & Gynaecology 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 aims 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. Medical education is changing and teaching methods in Oxford are adapting to face new challenges including those posed by a
larger medical school (170 clinical students since 2005) and a shift of teaching from central Oxford hospitals to the community and the surrounding District General Hospitals.

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 CCST. In addition there is a requirement to undertake 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 Institute of Learning 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 are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in Oxford.

The Nuffield Department of Obstetrics & Gynaecology (NDOG)

NDOG has a long-standing interest in the fields of reproductive medicine (including developmental biology), gynaecological oncology and maternal/perinatal health. There are approximately 110 people working in the department, including senior academic staff, research support staff, clerical and technical staff, and graduate students (including clinicians) carrying out research towards a higher degree. There are also a number of visiting researchers from many parts of the world. The average annual expenditure is approximately £7.0 million, of which over 75% comes from outside sources.

NDOG encompasses multi-disciplinary research across a wide range of important issues in human reproduction and applied basic science. This includes genetic studies, the dissection of molecular, biochemical and cellular mechanisms underlying normal and aberrant reproductive tissue function, including malignancy, through to clinical studies in women’s health, pregnancy and fetal growth, in collaboration with the University departments of Engineering Science and Paediatrics. NDOG also leads INTERGROWTH-21st, a study funded by the Gates Foundation, involving 8 centres around the world, which aims to develop new, international fetal and newborn growth standards.

The clinical and laboratory programmes are based in the Women’s Centre and there are collaborations with the School’s Institutes, the University’s Science Departments and with researchers outside Oxford, in the UK and abroad (including the Oxford Tropical Medicine Network). In addition, the research activities of the department have been enormously enhanced over many years as a result of the partnership with the Oxford Fertility Unit (based in the new Institute of Reproductive Sciences), which has led to the creation of an MSc in Clinical Embryology. NDOG is also the coordinating centre for the online Specialist Library: NHS Evidence - women’s health.

NDOG plays a leading role in the Oxford Comprehensive Biomedical Research Centre (BRC), Women’s & Children’s Health Theme. This is a partnership between the Oxford Radcliffe Hospitals (ORH) NHS Trust and the University, made possible by a grant from the National Institute for Health Research (NIHR) under the programme “Best Health for Best Research”. The BRC was founded on 1 April 2007 through a competitively awarded grant of £57.5M over 5 years from the NIHR to facilitate University and NHS researchers working in partnership to translate scientific advances into improved clinical care, assessed by outcomes that are relevant to patients and their families.
The postholder will be expected to make a significant contribution to clinical practice and research in one of the above fields. The postholder will also be responsible for teaching 5th year medical students, helping to devise clinical assessments and supporting the organisation of examinations.

**Staffing Structure**

There are 15 senior staff within the department including three non-clinical Professors (from 1st January 2011). The clinical academics offer care in general obstetrics and gynaecology as well as specialised services such as reproductive medicine, advanced laparoscopic surgery, gynaecological oncology, obstetric medicine and fetal ultrasound.

**University:**

Ahmed Ahmed  
Christian Becker  
Paul Chamberlain  
Tim Child  
Stephen Kennedy  
Helen Mardon  
Enda McVeigh  
Klim McPherson  
Jane Moore  
Aris Papageorghiou  
Joanna Poulton  
Chris Redman  
Ian Sargent  
José Villar  
Dagan Wells

Clinical Reader  
BRC Senior Fellow in Reproductive Medicine  
University Lecturer  
Senior Fellow in Reproductive Medicine  
Clinical Reader  
Professor of Reproductive Science (non-clinical)  
Senior Fellow in Reproductive Medicine  
Visiting Professor in Public Health (non-clinical)  
Senior Fellow in Reproductive Medicine  
BRC Senior Fellow in Obstetric Ultrasound  
Professor of Mitochondrial Genetics  
Emeritus Professor of Obstetric Medicine  
Professor of Reproductive Science (non-clinical)  
Senior Fellow in Perinatal Medicine  
BRC Senior Scientific Leader (non-clinical)

**NHS:**

There are 12 NHS consultants in the Women’s Centre, offering clinical care in general obstetrics and gynaecology as well as specialised services such as feto-maternal medicine, urogynaecology and gynaecology oncology.

Rebecca Black  
Mark Charnock  
Catherine Greenwood  
Deborah Harrington  
Pauline Hurley  
Lawrence Impey  
Simon Jackson  
Sean Kehoe  
Anita Makins  
Lucy Mckillop  
Vic Rai  
Roberto Tozzi

Obstetrics  
Gynaecological Oncology  
Maternal Medicine  
Maternal Medicine  
Obstetrics  
Fetal Medicine  
Urogynaecology  
Gynaecological Oncology  
Obstetrics  
Obstetric Medicine  
Obstetrics & Gynaecology  
Gynaecological Oncology
Duties of the post:
The postholder will be responsible to the Head of Department (currently Stephen Kennedy). His/her duties will be divided so that approximately half the time will be spent on academic pursuits (teaching and research) and the rest on clinical duties.

(i) Research
The postholder is expected to make a significant contribution to research into women’s 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 interests. The postholder will spend 50% of time undertaking research, concurrently with clinical and teaching duties, 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.

(ii) Teaching
The Obstetrics and Gynaecology (O&G) medical student course runs for eight weeks, with six courses per year. The course has undergone significant changes in recent years and the expansion in student numbers provides opportunities for further developments, for instance, increased use of interactive web pages for course delivery and assessment, and increased links with other courses in the Medical School. The Clinical Lecturer will have regular contact with the students to increase their involvement in the assessment of O&G patients and will act as one of the personal one-to-one tutors. This critical experience is currently difficult to deliver, particularly in view of the rapid turnover of junior medical staff. The O&G undergraduate course offers ample scope for developing new learning techniques and determining the most appropriate method of assessment for essential O&G skills. Clinical Lecturers are members of the Departmental Teaching Committee.

The teaching load includes: a 1 hour induction tour for students at the start of each course; a 1 hour lecture on a subject such as normal labour and a 1 hour problem-based learning session every 8 weeks; weekly 1 hour group tutorials and ward-rounds during the course. In addition, the Clinical Lecturer helps to restructure the course based upon regular student feedback, and assumes responsibility for the design and maintenance of the Department’s web-based teaching material.

He/she will be responsible to Miss Jane Moore for the 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 Institute of Learning. See the division’s website at [http://study.medicine.ox.ac.uk/](http://study.medicine.ox.ac.uk/).

(iii) Examining
The Clinical Lecturer helps to organise the OSCE assessments at the end of each course, which includes finding suitable patients; marks the assessment papers; provides the primary remedial teaching (knowledge-based and clinical) and organises the reassessments.

(iv) Clinical Duties
The postholder’s clinical duties will be in O&G, attached primarily to University consultants. The time spent with team members will need to reflect the Clinical Lecturer’s training requirements and research interests. The clinical load comprises 3 fixed and one flexible session per week; participation in the on-call rota is expected to be on Band 1A (50%) with some prospective cover. Daytime cover for emergency duties on the Delivery Suite and in Emergency Gynaecology will be expected, within timetabled clinical duties. The Clinical Lecturer will carry out teaching, research and administrative duties under the Head of
Department’s direction. The Clinical Lecturer’s clinical responsibilities will be agreed between the Clinical Director of Women’s Services and the Head of Department.

(v) Study and Training

The postholder will undergo a RITA/ARCP assessment (including an academic assessment with the assigned Academic Supervisor) on an annual basis to assess the quality of their clinical and academic 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.

Selection Criteria

Essential:

- Medical degree and GMC registration.
- Strong evidence of experience in research.
- PhD or DPhil.
- Demonstrable skills in oral and written scientific and clinical communication.
- Satisfactorily completed minimum 3 years’ training in obstetrics & gynaecology (UK or overseas).

Desirable:

- A strong and demonstrable commitment to the organisation and delivery of teaching.

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 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 leave arrangements. Provided that they have at least 26 weeks’ service with the University at the fifteenth week before the expected week of childbirth, or at the fifteenth week before the expected week of childbirth have had two years’ continuous service with any employer in the past, or were at any stage entitled to the benefits of a previous employer’s paid maternity leave scheme, women may take up to 26 weeks leave on full pay plus a further 13 weeks on SMP and 13 weeks of unpaid leave. Arrangements are available to enable a phased return to full duties; for women to return to work on a part-time basis after the birth of their child; and for paternity leave. Requests for flexible working arrangements will be considered.

9. The University has two subsidised nurseries and also subsidises places at some local nurseries, although at present there is a waiting list. There is also a holiday play-scheme for school-age children. For more information, look at the childcare website (http://www.admin.ox.ac.uk/eop/child/) or E-mail childcare@admin.ox.ac.uk. If you do not have web access, please write to Equal Opportunities, University of Oxford, University Offices, Wellington Square, Oxford OX1 2JD.

*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. Applications including a curriculum vitae, a list of principal publications, and the names of two referees, should be sent, preferably electronically, to recruitment@obs-gyn.ox.ac.uk or to Mrs Laura Rose, Nuffield Department of Obstetrics & Gynaecology, Level 3, The Women’s Centre, John Radcliffe Hospital, Oxford, OX3 9DU, UK tel +44 (0)1865 222945, fax +44 (0)1865 769141, for receipt not later than 12 noon on Friday 17th December 2010. Please quote reference HE10013. 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).

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 in full in appropriate cases. Professional expenses of up to £6,500 also are available where appropriate to cover solicitors’ and other costs in connection with a move. Further details are available on request.

13. Any offer of employment will be subject to the satisfactory completion of a medical questionnaire.