MEDICAL SCIENCES DIVISION
NUFFIELD DEPARTMENT OF CLINICAL NEUROSCIENCES

Further Particulars for the post of Clinical Lecturer in Clinical Neurology

Fixed term for 6 years

Introduction
The Clinical Lecturer (CL) in Clinical Neurology post is designed to offer a full clinical neurological training with additional training opportunities for developing a research career. The Nuffield Department of Clinical Neurosciences has a number of research strengths, which are outlined below. The post is funded by the Department with the Oxford Deanery and ORH. The post holder, will be allocated a specific research mentor (i.e. an academic supervisor) in an area most closely aligned with their research interests. In the case of a limited track record of research or an intention to change research direction, senior members of the Department will help the CL formulate their strategy. Guidance and encouragement will be given to help the postholder in applying for start up funding (e.g. the Academy of Medical Sciences ‘Starter Grants for Clinical Lecturers’ scheme). The Department will also provide the basic shared facilities which make laboratory or other research possible. Progress will be supported by regular appraisal meetings with the educational supervisor (clinical training) and academic supervisor (research), and by yearly meetings with clinical training programme director and the lead academic neurologist responsible for career development; there will Annual Reviews of clinical and academic Competency Progression. The aim is that the CL will obtain neurology CCT and be in a position to apply for independent funding as a Clinician Scientist Fellow or to successfully apply for a substantive career grade post in academic neurology. The Department has a strong track record in mentoring trainees to obtain Clinician Scientist Fellowships (we currently have four neurologists at Honorary Consultant level holding MRC or NIHR fellowships).

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 9000 academic, research and support staff across a wide range of academic disciplines.

The Medical Sciences Division, within which the Nuffield Department of Clinical Laboratory Sciences 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 results 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. 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.

The Nuffield Department of Clinical Neurosciences, University of Oxford

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, George Ebers; the Professor of Neuroimmunology, Lars Fugger FMedSci; the Nuffield Professor of Anaesthetic Sciences, Irene Tracey); eleven 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, Margaret Esiri (Emeritus), Angela Vincent FMedSci (Emeritus)); two Readers (Michael Donaghy, Heidi Johansen-Berg); 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 Anaesthetics, Functional Magnetic Resonance Imaging of the Brain Centre (FMRIB).
Clinical Neurology Section

The Clinical Neurology Section has major interests in multiple sclerosis (Ebers, Fugger, Dr Jackie Palace), stroke and stroke prevention (Rothwell, Schultz), epilepsy (Adcock, Lang), cognitive neuroscience (Kennard), neurodegeneration (Talbot, Zader, Turner), movement disorders (Brown, Aziz), peripheral neuropathies (Donaghy), neuromuscular junction disorders (Vincent, Beeson) and neuroimmunology (Vincent, Lang, Buckley).

Neuroimmunology is strong with focus on the antibody-mediated diseases, e.g. myasthenia gravis and newly-defined CNS disorders in the Neurosciences Group, as well as the neuropathology (Esiri), immunogenetics (Ebers), neuroimaging (Tracey), experimental models (Fugger) and clinical treatment of multiple sclerosis (Palace). Acute stroke and dementia are major interests of the Department of Gerontology (Prof Alastair Buchan, Prof Gordon Wilcock) with which Clinical Neurology interacts at many levels. The Thomas Willis Brain Bank was established by Prof Esiri, is now co-directed by her and Dr Olaf Ansorge, and provides an excellent and growing resource which is partly supported by the Alzheimer’s Disease Association.

The Functional Magnetic Imaging of the Brain Centre (FMRIB)

The FMRIB Centre (Director, Professor Irene Tracey) is a multi-disciplinary neuroimaging research facility, which focuses on the use of Magnetic Resonance Imaging (MRI) for neuroscience research of healthy states and neurological disorders and collaborates widely within the Department as well as nationally and internationally. The FMRIB Centre, along with related technologies such as Transcranial Magnetic Stimulation, transcranial Direct Cortical Stimulation, EEG and MEG. FMRIB is composed of research groups in all aspects of brain imaging research, including physics, analysis, basic science and clinical neuroscience. We will install a new 7T machine in 2011, funded by £8 million from the MRC, EPSRC, Wolfson Foundation and University of Oxford. This leading-edge MRI system will enable imaging of brain structure and function at even higher resolution than currently possible.

Nuffield Laboratory of Ophthalmology (NLO)

Research within the NLO encompasses the dual function of the eye as both the receptor organ for vision mediated by rod and cone photoreceptors and the regulation of sleep and circadian systems regulated by photosensitive retinal ganglion cells (pRGCs). Ocular disease can result in both visual loss and a loss of a proper sense of time and the NLO is currently the only centre in the world where these dual functions of the eye are being studied in parallel. Research within the NLO spans the molecular and cellular analysis of these different photosensory pathways, the role these photoreceptors in regulating diverse aspects of physiology and behaviour and the development of new treatments paradigms that mitigate or cure ocular disease. Research is divided across six sub-themes: (i) The Biology and Clinical Relevance of Photosensitive Retinal Ganglion Cells (pRGCs); (ii) The Genetics of Eye Disease; (iii) Functional Retinal Prosthetics; (iv) Gene and stem cell treatments for retinal diseases; (v) Circadian and Sleep Mechanisms; (vi) The Impact of Sleep and Circadian Rhythms on Human Health. Outside the Nuffield Department of Clinical Neuroscience, the NLO shares research funding and has strong collaborative interactions with the Oxford Eye Hospital, The Department of Psychiatry, The Department of Experimental Psychology and The Department of Anatomy, Physiology and Genetics.

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 Chair in 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.

**Research support facilities**

The Nuffield Department of Clinical Neurosciences benefits from the first-class Information Technology support and access to electronic library resources provided to all the clinical departments with desk-top access to full page articles in most of the leading journals for all computers networked in the Department. The Department has two network managers who support computing on a day-to-day basis.

Oxford is also well provided with conventional libraries. The Oxford Radcliffe Hospitals NHS Trust has neurological libraries in the Cairns library at the John Radcliffe Hospital. The Department also has a private collection of neurological journals and books which are housed in the West Wing. The Radcliffe Science Library is part of the Bodleian, one of the world’s greatest libraries.

Adequate office space will be available for the appointee in the University Department of Clinical Neurology. Research space will reflect the nature of proposed work and the volume of grant support. There is ample space available in the West Wing or within the neurosciences group at the Weatherall Institute of Molecular Medicine; the most appropriate space will need to be agreed before any appointment can be finalised.

**Outline of ORH NHS Trust**

The ORH NHS Trust has some 1500 beds on its three sites. In 2004-5, there were more than 5 million outpatient appointments, more than 117,000 people attended the Emergency Department, and more than 7,000 babies were delivered. The annual turnover is around £0.5 billion and over 10,000 people work on the sites, including those in the universities and major research institutes. The Trust is therefore one of Oxfordshire’s major employers. Its services are provided from three main sites:
• The Churchill (Headington) has 300 beds and many specialist services including renal medicine, transplant and urology, palliative care, dermatology, geratology, clinical genetics and chest medicine. In addition, it provides diabetes, endocrinology and metabolic services. The Cancer Centre (including gynaecological oncology) opened in 2009.

• The John Radcliffe (Headington) is the main A&E hospital and also provides general and specialist medical, surgical, trauma, intensive care, cardiac, paediatric and women’s services. It has 700 beds. Pathology services are based here with the full range of therapy and diagnostic services. The Radcliffe Infirmary closed at the beginning of 2007. The services have moved to the JRH site, including regional neurosciences, neurosurgery and neurology, cranio-facial surgery, plastic and reconstructive surgery, ENT, ophthalmology and geratology.

• The Horton (Banbury) provides DGH, A&E and maternity services, to its local population in the north of the county and in surrounding counties with its 220 beds.

Division of Neurosciences, Trauma & Specialist Surgery – ORHT
• Neurosciences: neurology; neuropathology, neurophysiology & neuropsychology; neuro intensive care

• Specialist Surgery: ENT; plastic surgery & craniofacial; ophthalmology; oral & maxillofacial surgery; trauma

On the Neuroscience ward in the West Wing of the John Radcliffe Hospital, the consultants are currently organised into 5 firms each with a specialty trainee. The time tables for each post include 2 general neurology clinics and subspecialty clinics. A further JRH neurology specialty trainee works with the consultants to provide a neurology liaison service to the acute medical patients at the JRH and a neurological consulting service to the rest of the hospital and the other hospitals in the trust. The West Wing also houses the departments of Neurosurgery, Neuroradiology, Neurophysiology, Neuropathology, Neuropsychology and Neurocritical Care. The Rehabilitation Service is at the Oxford Centre for Enablement.

The Neurology Department provides a general neurology service for the Oxfordshire. There are also tertiary referral clinics in the following neurology sub-specialities: Cerebrovascular disease, Motor neurone disease, Neurogenetics, Cognitive neurology, Multiple Sclerosis, Epilepsy, Muscle diseases, Headache, Myasthenia, Movement disorders, Peripheral neuropathy. The service includes nationally commissioned (NCG) services for congenital myasthenia, neurofibromatosis type 2 and neuromyelitis optica.

Staff at the John Radcliffe Hospital:

Consultant Neurologists:

Dr J Adcock      NHS      Oxford/Banbury
Dr M Bogdanovic  NHS      Reading/Oxford
Dr D Briley      NHS      Aylesbury/Oxford
Dr C Buckley     Honorary  Oxford
Prof P Brown     Honorary  Oxford
Dr R Butterworth NHS      Milton Keynes/Oxford
Dr Z Cader      Honorary  Oxford
Dr P T G Davies  NHS      Northampton/Oxford
Dr M J Donaghy Honorary Oxford
Dr E Flossmann NHS Reading/Oxford
Prof G Ebers Honorary Oxford
Dr D Hilton-Jones NHS Milton Keynes/Oxford
Dr M Hu NHS Milton Keynes/Oxford
Dr M Jackson NHS High Wycombe/Oxford
Prof. C Kennard University H of D Oxford
Dr K Nithi NHS Northampton/Oxford
Dr J Palace NHS Oxford/Banbury
Dr A Parry NHS (Lead Clinician) Oxford
Prof P Rothwell Honorary Oxford
Prof K Talbot Honorary Oxford
Dr M Turner Honorary Oxford
Dr A Weir NHS Reading/Oxford
Dr S Wimalaratna NHS Kettering/Oxford

Junior Staff:
6 Neuroscience ward based registrars, 1 JRH liaison neurology registrar.
7 Neuroscience ward F2/CT1/CT2.

For more information on the Trust and its services visit www.oxfordradcliffe.nhs.uk

Duties of the post
This is a six-year post with 50% allocated to clinical training and 50% to research. The research time is free of clinical commitments other than participation in the neurology registrar on call rota.

(1) Clinical:
(a) Overview:
The posts on this rotation have been approved for Specialist Training by the Royal College of Physicians.

The Neurology programme is based at the John Radcliffe Hospital in Oxford, and will include attachments at some of the linked district general hospitals. During a 6 year period, the CL will move between nine 4 month clinical training posts allowing them to obtain clinical competencies as detailed in the 2010 Neurology ST curriculum. Training requirements may vary but a typical arrangement would be four 4 month periods spent doing the neuroscience ward based posts at the John Radcliffe, two 4 months doing liaison neurology at the JRH and three 4 month periods at the regional DGHs (Reading, Northampton, Milton-Keynes). The CL will act under the direction of the Consultants, and as appropriate to their current stage, provide day to day care of patients on the wards.

(b) DGH based posts:
The Neurology specialty training curriculum 2010 requires that at least 12 months of clinical training takes place in a DGH type setting in particular to provide experience of giving
neurological advice for unselected acute medical patients. The posts based in Reading, Northampton and Milton Keynes provide this; there are also opportunities to gain experience of stroke thrombolysis, neurorehabilitation, neurophysiology and further subspecialty clinics (PD, Botulinum toxin injection, MS, neuroophthalmology). The registrar works Mon-Thurs in the DGH and the weekly timetable includes two general clinics and a radiology meeting. Fridays are spent at the JRH to allow continued participation in the education program.

(c) On Call Rota:

The CL will participate in the neurology registrar on call rota at the JRH. In this role they provide cover of neurology in-patients on the neuroscience ward, and advice to hospitals in Oxford and the region. The rota is 1 in 10 and banded 1C. The neurology registrar is non-resident on call; the neurology and neurosurgery SHOs are resident on call on the neuroscience ward.

(2) Teaching:

The Department has responsibility for teaching neurology, ophthalmology and anaesthetics to clinical students and provides a variety of teaching to undergraduate preclinical students across a wide range of neuroscience, neuropathology and neuroimmunology. There are around 40 postgraduate students at any one time. The teaching involves both academic non-clinical and clinical staff, as well as NHS staff.

The clinical students’ programme contains a four week neurology attachment. The neurology specialty trainees including the CLs are involved in this teaching programme and also act as Tutors. The CL will assist with the arrangements for the two monthly clinical examinations for these students. The CL will also be involved in Postgraduate teaching to ST1-2 and FY2 trainees and to provide lectures to Nurses, Social Workers and other paramedical groups on an ad hoc basis.

(3) Research

The postholder will spend approximately 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 by periods of weeks or months of concentrated time for research with fewer regular clinical commitments. Guidance and encouragement will be given to help the postholder in applying for start up funding (eg; the Academy of Medical Sciences ‘Starter Grants for Clinical Lecturers’ scheme)

(4) Administration and Management

The CL will maintain patient records, the completion of summaries and the writing of letters as appropriate. Clinical secretarial support is available, usually via the consultant’s secretary.

Office space is provided in a pooled area with the other ST3+ trainees. Desk space for clinical lecturers is also available in an open plan area in the University space adjacent to the West Wing laboratories.

All Junior Staff are required to familiarise themselves with the cardiac arrest procedures and should attend a session on resuscitation when they first work at the John Radcliffe Hospital.

OTHERS:

(i) Supervision Arrangements:

All trainees are given an educational supervisor for the full duration of training. CLs will in addition have an academic supervisor. CLs have regular appraisal sessions with their
educational and academic supervisors, and an annual ARCP (to review clinical and academic progress) usually held in July.

(ii) Study Leave
Attending appropriate courses e.g. Edinburgh Advanced Clinical Neurology, and meetings, e.g. the Association of British Neurologists, is encouraged. At present funding for these comes from the District Clinical Tutors (limited) budget.

(iii) Learning opportunities:
In addition to the learning opportunities particular to each clinical post, there is an active post-graduate education programme with a weekly grand round on Friday mornings incorporating two case presentations and regular teaching sessions including neuropathology presentations, talks by visiting lecturers, presentations of research, and clinical governance/audit sessions. A monthly neurology specialty trainee teaching half day is organised jointly with the Wessex training programme; the venue alternates between Oxford and Southampton.

SELECTION CRITERIA

Essential:
- Qualifications:
  - (1) MRCP (UK) full diploma or equivalent by date of commencement of this post.
  - (2) To have been awarded a Higher Degree (PhD / D.Phil. / MD )
  - (3) Evidence of achievement of CT/ST1 competences in medicine at time of application & CT/ST2 competences in medicine (as defined by the curricula relating to Core Medical training) by the commencement of this post, supported by evidence from work-based assessments of clinical performance (DOPS, Mini-CEX, CBD, ACAT) and Multi-source Feedback or equivalent, ARCP or equivalent
  - (4) Evidence of achievement of Foundation competences from a UKFPO affiliated Foundation Programme or equivalent by time of appointment in line with GMC standards/ Good Medical Practise.

- A track record in and commitment to research.
- Demonstrable skills in oral and written scientific and clinical communication.
- A strong and demonstrable commitment to the organisation and delivery of teaching.
- Demonstrable potential to become a leader in the chosen field.
- The ability to define medium and long-term career goals.
- Proven interpersonal and organisational skills and ability to work as part of an inter-disciplinary research team.

Desirable:
- Evidence of peer-reviewed publications
- Experience at ST1 or 2 level of managing patients with neurological disease and managing neurological emergencies by the time of commencement of this post
• Evidence of some competences as defined by the Neurology specialty training curriculum
• Evidence of audit and management experience
• Information technology skills
• Prizes and honours

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

(i) 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. This post is available from August 2011.

(ii) Salary will be on the scale A64 (£30992 - £49670) 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.

(iii) 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 National Health Service superannuation scheme.

(iv) 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.

(v) 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 person appointed to this post will receive fuller details soon after he or she takes up the appointment.

(vi) 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.
(vii) 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.

(viii) The Clinical Lecturer will be required to take part in educational and academic supervision programme as set out in the Neurology Specialty Training Curriculum and the Gold Guide. Continuation of the post depends on satisfactory outcomes at the clinical and academic Annual Review of Competency Progression.

(ix) 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.

(x) The University has three subsidised nurseries and also subsidises places at some local nurseries, although at present there is a waiting list. In addition, staffs have access to a childminding network. There is also a salary sacrifice scheme whereby parents with children at university nurseries are able to save on income tax and national insurance contributions, and a virtual voucher scheme for parents with children not at university nurseries or placed with childminders through the network whereby a saving is made on national insurance contributions. There is also a holiday play scheme for school-age children. Further information may be obtained from the childcare website (www.admin.ox.ac.uk/eop/child) or by e-mailing childcare@admin.ox.ac.uk, or writing to the Diversity and Equal Opportunities Unit, University of Oxford, University Offices, Wellington Square, Oxford OX1 2JD.

(xi) 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.

(xii) 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.

(xiii) Any offer of employment will be subject to the satisfactory completion of a medical questionnaire.

(xiv) **Right to work in the UK**: The appointment will be subject to the provision of proof of the right to work in the UK.

(xv) **Further information**: Informal enquiries about this post are encouraged and should be directed to Professor Kevin Talbot (kevin.talbot@cneuro.ox.ac.uk) or Dr Andrew Weir, Programme Director (apweir@doctors.org.uk).
How to apply:

To apply for this post, please include curriculum vitae, a list of research publications, (please star the five most important papers) and a statement of research objectives, together with the names of three referees (one at least from outside Oxford). There is no separate application form.

Applications should be sent preferably by email to marion.greenleaves@nda.ox.ac.uk or by post to Department Administrator, Nuffield Department of Clinical Neurosciences, University of Oxford, John Radcliffe Hospital, Level 6, West Wing, Headington, Oxford OX3 9DU, Tel: 01865 231513. Please quote reference HM0072 on your application and in all correspondence.

The closing date for applications is 12 noon on Wednesday 23 March 2011. Please note that applications submitted beyond the closing will not be considered.

The University will assume that it is free to approach referees at any stage unless the candidate’s application stipulates otherwise. Candidates who wish a referee or referees to be approached only with their specific permission and/or if they are being called for interview on the final shortlist or are in receipt of a conditional offer are asked to state such requirements specifically alongside the details of the relevant referee(s).

It is planned that the interviews will take place on 1 April 2011. Those interviewed will be requested to give a ten minute presentation (5 minutes will be an extract from a teaching session and 5 minutes on your current research experience and future career objectives). All reasonable interview expenses will be reimbursed.

Removal expenses and travelling expenses in connection with the move to Oxford of the successful candidate are generally paid in full in appropriate cases. Professional expenses of up to £6,500 also are available where appropriate to cover solicitors’ and other costs in connection with a move. Further details are available on request or from http://www.admin.ox.ac.uk/finance/expenses/relocationscheme/allowancesnewlyappointedemployees/