NIHR Integrated Academic Training Path

Further particulars for the post of NIHR Academic Clinical Lecturer in Orthopaedics

(4 years Fixed Term)

The University of Oxford is able to offer a number of Academic Clinical Lecturerships annually to suitably qualified applicants. These posts have been awarded by the NIHR to University/Deanery/NHS Trust partnerships nationally through competition. They form part of the NIHR Integrated Training Pathway, further details of which can be found on the NIHR TCC website [http://www.nihrtcc.nhs.uk/](http://www.nihrtcc.nhs.uk/). Specific areas and specialties are annexed.

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

The Medical Sciences Division, within which the Academic Clinical Lecturerships are located, includes the clinical and preclinical departments of the Medical School, plus the departments of Experimental Psychology and of Biochemistry (see [http://www.medsci.ox.ac.uk/](http://www.medsci.ox.ac.uk/)). The Division is one of the major centres for clinical and basic biomedical research in Europe, with more than 2,200 staff on the payroll and 800 postgraduate students. It achieved first or second place nationally in seven units of assessment in the 2008 HEFCE Research Assessment Exercise. The annual grant income from external sources for the Medical Sciences Division is over £165 million. The Division fosters the highest possible standards in research, teaching and patient care and seeks to recruit staff who share this vision.

The Academic Clinical Lecturer programme

The Academic Clinical Lecturership 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](http://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 after completion of CCT, whichever is earlier.

For some posts shortlisted candidates will compete against other specialties and the selection committee will select the best candidates irrespective of speciality area. It will be clear in the job advert the posts to which this applies.
Applications are particularly welcome from women and black minority ethnic candidates, who are under-represented in academic posts in Oxford.

The Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences

The Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences is based primarily on the Nuffield Orthopaedic Centre (NOC) site. The 20 acre NOC campus is integrated with most Oxford biomedical research institutes and departments. The resulting facility enables basic musculoskeletal research, translational research, clinical trials and healthcare provision to be undertaken in close proximity. Bibliometric analysis confirms the pre-eminent research output of the department (Rand Corporation 2007, www.nihr.gov.uk).

The NDORMS is embedded within the wider campus of the Oxford Hospitals and the University of Oxford. This research environment is integrated with the Institute of Biomedical Engineering, the Henry Wellcome Building for Genomic Medicine, the Richard Doll Epidemiology Building, the Oxford Centre for Diabetes Endocrinology and Metabolism and the Henry Wellcome Building for Molecular Physiology among others. This environment provides the optimum setting for basic research to support the department’s research activities.

The NOC itself occupies a new PFI hospital (2007) and is the largest specialist orthopaedic, rheumatology and rehabilitation unit in the UK. Facilities include 100 beds, 8 operating theatres, a 3T, a 1.5T and an open 1.5T MRI scanner. The Orthopaedic Trauma Service at the John Radcliffe Hospital has 54 adult beds and a Children’s Hospital and supports a regional specialist trauma network.

Botnar Research Centre (Oxford University Institute for Musculoskeletal Sciences)

The Botnar Research Centre opened in April 2002. It was funded by charitable donation, (£5m) and currently houses 100 research staff. An additional £4million has already been raised to extend the institute in a second phase which will begin construction in 2011.

National Institute for Health and Research (NIHR) Musculoskeletal Biomedical Research Unit

Created in April 2008 this is one of only three such units in the UK and was funded after a competitive international review process. The unit comprises four principle research groups focussing on translational musculoskeletal research into prevention of disease, tissue engineering, joint replacement surgery and surgical technology and skill. Within the unit is a research dedicated imaging suite with biplanar radiography and ultrasound.

Kadoorie Centre

The Research Unit in the Kadoorie Centre, linked to the John Radcliffe Trauma Unit, has expanded considerably since its inception in 2003. It not only occupies 50% of the research space in the Kadoorie Centre, but now has two statutory professors (Orthopaedic Trauma Surgery and Trauma Rehabilitation) is supported by three Research Nurses (involved in quantitative and qualitative clinical research), two audit coordinators, one DPhil student and secretarial support. The Centre’s role is to improve the care of the critically ill patient by staff training, and targeted research and development. The research centre is shared with the Intensive Care Society promoting cross-fertilisation. Current research studies are supported by grants from the Oxford Biomedical Research Centre, the National Institute of Health Research (NIHR), Health Technologies Assessment programme (HTA) and commercial sources. There is a strong collaboration between the Kadoorie Centre and the Warwick Clinical Trials Unit and Public Health economists at Glasgow University.
Staffing Structure in the Department

The following are the key academic staff in the Department and their research interests:


**Mr Jonathan Rees** – University Lecturer in Orthopaedic Surgery and Musculoskeletal Science
Head of Education
Director of the Oxford Centre for Orthopaedic Surgical Skills.
Shoulder pain, shoulder surgery, outcomes and surgical skills

**Professor Andrew Price** - Clinical Reader in Orthopaedic Surgery and Musculoskeletal Science
Tissue regeneration, biological therapy and minimally invasive surgery (injectable therapies for knee OA, chondrocyte transplantation in knee OA).

**Professor Cyrus Cooper** - Professor of Musculoskeletal Epidemiology
University of Oxford and Director MRC Epidemiology Resource Centre, Southampton. Director of the Botnar Research Centre.
Prevention of osteoarthritis and osteoporosis including role of vitamin D.

**Norman Collisson Professor of Musculoskeletal Science** – currently vacant

**Professor Nick Athanasou** - Professor of Osteoarticular Pathology
Osteoclast and osteoblast cell biology.

**Professor Paul Wordsworth** - Professor of Rheumatology
Genetic studies in Inflammatory joint conditions and skeletal dysplasias. Clinical trials in inflammatory joint disorders.

**Professor Keith Willett** - Professor of Orthopaedic Surgery
Founder and Director of the Kadoorie Centre for Trauma Research. Trauma Surgery Outcomes. National Trauma Network TARN. Public and Government Policy in Trauma Care.

**Professor Sallie Lamb** - Professor of Trauma Rehabilitation (50% contract)
Director of Clinical Trials Unit, University of Warwick. National Clinical Trials in Trauma Care.

**Professor Christopher Lavy** - Professor of Tropical Orthopaedic Surgery
Management of club foot in sub-saharan Africa. Clinical trials in Africa.

**Professor David Murray** - Professor of Orthopaedic Surgery

**Professor Udo Oppermann** - Professor of Musculoskeletal Sciences
Deputy Director of the Botnar Research Centre.

**Professor Orthopaedic Engineering** - (jointly with the Department of Engineering Science) currently vacant

**Dr Richie Gill** - University Lecturer in Orthopaedic Engineering
Assessment of outcome in joint replacement surgery. Radiostereometric and kinematic assessment to predict early failure.
Professor Nigel Arden - Professor in Rheumatic Diseases and Clinical Reader
Epidemiology of osteoarthritis and osteoporosis. Clinical trials in OA (Vitamin D). Prevention
of osteoarthritis and osteoporosis and the use of Vitamin D. Development of a clinical risk
tool and biomarkers for use in clinical trials.

Dr Afsie Sabokbar - Director of Postgraduate Studies.
Osteoclast and Osteoblast cell biology.

Professor Raashid Luqmani - Professor of Rheumatology. Research into systemic
vasculitis.

Dr David Beard - RCUK Lecturer in Musculoskeletal Science
Chairman Postgraduate Studies Committee.
Clinical Trials in joint Replacement Surgery.

Dr Kassim Javaid - Senior Lecturer in Metabolic Bone Disease and Musculoskeletal
Science. Rheumatology undergraduate and postgraduate tutor.
Prevention of osteoarthritis and osteoporosis including role of vitamin D.

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

Clinical
• clinical attachments will be in full approved training posts at either the Nuffield
  Orthopaedic Centre NHS Trust or the Oxford Radcliffe NHS Trust.

Research
• to engage in advanced study or research
• to contribute through research activity, publication and securing external funding to
  maintaining the overall standard of a top rated department

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

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

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

Selection Criteria

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<th>Eligibility</th>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
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<td></td>
<td>• Medically qualified.</td>
<td>• Evidence of commitment to specialty</td>
<td>Application form</td>
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<td></td>
<td>• ST5 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>• At application, to hold or have submitted for a Higher Degree (PhD/MD/ DPhil).</td>
<td>• Evidence of commitment to undergraduate and post graduate teaching</td>
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<td></td>
<td>• At the time of starting the post (if appointed), the applicant must have completed the Higher Degree. See notes below*</td>
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<td>• Documented evidence of good progress in clinical training and that completion of specialty training may be accommodated during the 4 year period of the post.</td>
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<td>• Not held a NIHR ACL post previously.</td>
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<th>Knowledge &amp; achievements</th>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
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<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>• Publications in peer-reviewed journals</td>
<td>• Prizes or distinctions</td>
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<td>• Presentation of work at a national or international meeting</td>
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<td>• Possession of external grant support or applications in progress</td>
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<tr>
<th>Educational &amp; personal aspects</th>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
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<tr>
<td></td>
<td>• Demonstration of understanding and commitment to academic</td>
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<td>Application form</td>
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A detailed person specification by speciality, for higher specialty training as defined by MMC can be found at: http://tiny.cc/athls

*Notes on Postgraduate Qualification:
The NIHR Academic Clinical Lecturership phase is aimed at doctors 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 2011-12 scheme, a successful candidate must commence work before 31 March 2012 and, in order to take up a post, must have completed their PhD/DPhil/MD before their start date. To meet this criterion, the applicant should have been successfully examined: this means that the final 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 Lecturerships’ Entry, Eligibility, and Exit Points from April 2011 (annexed for information).

APPLICATIONS
Please complete the application form attached or request one by phone on 01865 857940 or email: divoff.jobs@medsci.ox.ac.uk. Completed application forms along with a Curriculum Vitae should be sent preferably by email to divoff.jobs@medsci.ox.ac.uk or by post to Mrs Pauline Batterby, Medical Sciences Offices, Level 3, John Radcliffe Hospital, Oxford OX3 9DU, by no later than 12 noon on Friday 11 November 2011.

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.

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<td>career • Indication of medium and long-term career goals • Demonstration of educational reasons for applying for NIHR ACL Programme</td>
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<tr>
<td>Professional skills • Evidence of team working skills • Evidence of potential to become a leader in chosen field • Demonstrable skills in oral and written scientific and clinical communication</td>
<td></td>
<td>Application form and interview</td>
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All reasonable interview expenses will be reimbursed on receipt of a signed travel claim and valid receipts. The appointment will be subject to satisfactory completion of a medical questionnaire and the provision of proof of the right to work in the UK.

Terms and Conditions

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

2. Salary for Academic Clinical Lecturer will be on the scale A64, £30,992 - £49,670 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 congregation of matters of university policy, and any two members may ask questions about the policy or administration of the University. The person appointed to this post will receive fuller details soon after he or she takes up the appointment.

5. The University encourages links with industry and other outside bodies. Although the holding of outside appointments such as consultancies must be approved by the head of department, no limit as such is set on the amount of money individuals may receive in this way. The criterion is the amount of time such appointments take up: a maximum of 30 days per annum may be spent on such activities before any deduction in stipend is considered.

6. The Statutes and Regulations of the University record the extent of the University’s claims to intellectual property, and the proportions in which exploitation revenues are shared with researchers. Copies of the relevant extracts are available on request.

7. The Academic Clinical Lecturer will be required to take part in the relevant NHS appraisal scheme.

8. The University has generous maternity 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 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 web site (http://www.admin.ox.ac.uk/eop/childcare), 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.

10. Equality of opportunity: The policy and practice of the University of Oxford require that all staff is offered equal opportunities within employment. Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. Subject to statutory provisions, no applicant or member of staff will be treated less favourably than another because of his or her gender, marital or civil partnership status, sexual orientation, religion or belief, racial group, age or disability.

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

11. Medical questionnaire and the right to work in the UK

The appointment will be subject to the satisfactory completion of a medical questionnaire and the provision of proof of the right to work in the UK.

Applicants who would need a work visa if appointed to the post are asked to note that under the UK’s new points-based migration system they will need to demonstrate that they have sufficient points, and in particular that:

(i) they have sufficient English language skills (evidenced by having passed a test in basic English, or coming from a majority English-speaking country, or having taken a degree taught in English)

and

(ii) that they have sufficient funds to maintain themselves and any dependents until they receive their first salary payment.

Further information is available at: http://www.ukba.homeoffice.gov.uk/visas-immigration/working/tier2/general/eligibility/

12. 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.
13. Relocation expenses

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/.
NIHR Clinical Lecturerships: Entry, Eligibility, and Exit Points from April 2011

INTRODUCTION
This guidance note relates to recruitment to NIHR Clinical Lecturerships (CL) starting on or after 1 April 2011. Successful applicants must be in post by 31st March 2012.

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

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

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

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

• The 4-year duration of the NIHR Clinical Lecturership 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 Lecturerships 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 Lecturership posts may only be offered at ST3 or above.

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

• Clinical Lecturership posts are only available to medically qualified candidates.

• Open to Specialist Registrars (SpR) or Specialty Registrars (StR) who have completed a PhD/MD (or equivalent) or a MB PhD programme.

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

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

• Candidates that have already completed one Clinical Lecturership 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 Lecturership.

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

COMPLETION OF AN NIHR CLINICAL LECTURERSHIP

• The duration of an NIHR Clinical Lecturership 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 Lecturership 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.