Further particulars: Nuffield Professorship of Obstetrics and Gynaecology

The university is seeking to appoint the Nuffield Professor of Obstetrics and Gynaecology, tenable from as early a date as can be arranged. The Nuffield Professor will have an outstanding track record in research, with leadership skills at national and international levels. The holder of the chair will be elected to a professorial fellowship at Oriel College.

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 Professorship of Obstetrics and Gynaecology is located, includes the clinical and preclinical departments of the Medical School, along with Experimental Psychology and 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 includes several research Institutes and Units housed in modern buildings. The Division achieved top scores in both the 1996 and 2001 HEFCE research assessment exercises. The annual grant income from external sources for the Medical Sciences Division is over £90 million. The Division fosters the highest possible standards in research, teaching and patient care and seeks to recruit staff who share this vision.

The Nuffield Department Obstetrics and Gynaecology

The Nuffield Department of Obstetrics and Gynaecology is one of the clinical departments of the Medical Sciences Division. The academic staff of the Department includes two statutory Professors (the Nuffield Professor and the Professor of Gynaecological Oncology, Sean Kehoe); five titular Professors (Klim McPherson, Helen Mardon, Jo Poulton, Chris Redman and Ian Sargent); two Clinical Readers (Stephen Kennedy and Ian MacKenzie); one titular Reader (Margaret Rees); one University Lecturer (Paul Chamberlain); three Senior Fellows in Reproductive Medicine (Tim Child, Enda McVeigh and Jane Moore); one University Research Lecturer (Liz Linton) and two Clinical Lecturers (currently Christian Becker and Brenda Kelly). There are approximately 55 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 £3.4 million, of which over 70% comes from outside sources.

The research activities of the Department have been enormously enhanced as a result of the partnership with the Oxford Fertility Unit, based currently in the Women’s Centre. The Unit’s mission is “to provide efficient and cost-effective fertility treatment in a caring and professional environment, and to foster research and development in the field of reproductive medicine”.

http://www.admin.ox.ac.uk/fp/wd163-076.shtml
The Nuffield Department of Obstetrics and Gynaecology encompasses multi-disciplinary research across a wide range of important issues in human reproduction and applied basic science. This ranges from genetic studies, the dissection of molecular, biochemical and cellular mechanisms underlying normal and aberrant reproductive tissue function, through clinical studies in women’s health and pregnancy, to epidemiological research. The clinical and laboratory programmes are based in the Women’s Centre and there are collaborations with the Division’s Institutes, other Science Departments within the University and with researchers outside Oxford, in the UK and abroad.

The Department is one of the largest academic clinical departments in obstetrics and gynaecology in the UK. The Women’s Centre, in which the Department lies, is responsible for the care of over 6,000 pregnant women and over 7,500 new gynaecology patients per year. The hospital is a tertiary referral centre for obstetric medicine, pre-natal diagnosis, endometriosis, reproductive medicine, IVF, urogynaecology and gynaecological oncology. The Department occupies approximately 900m² on Level 3 of the Women’s Centre at the John Radcliffe site, within which there are university offices, research facilities and laboratory space. The Department’s web page is [http://www.medicine.ox.ac.uk/ndog/](http://www.medicine.ox.ac.uk/ndog/)

The Department has responsibility for teaching obstetrics and gynaecology to clinical students and provision of teaching to undergraduate pre-clinical students. The teaching involves both academic non-clinical and clinical staff, as well as NHS staff.

THE POST ADVERTISED

**Duties**

In addition to the standard duties specified below the new professor will be expected to provide leadership across the range of clinical and research activity in the Department. It is expected that the new appointee would bring added value to the Department through collaboration within the Department, the Medical Sciences Division and more widely the University and outside. The person appointed will also be expected to continue to foster an environment that nurtures the development of younger staff with the support of existing members of the department.

**SELECTION CRITERIA**

- An outstanding track record in research and a demonstrable ability to compete for and to obtain substantial, independent, external grant support;
- Demonstrated leadership skills at national and international levels;
- A strong commitment to fostering undergraduate and postgraduate teaching with excellent oral and written communication skills.

In making the appointment, preference may be given to candidates who are clinical practitioners but non-clinicians are also very welcome to apply. Amongst clinical practitioners, preference may be given to those who practise maternal or fetal medicine. It would be a requirement that clinical practitioners be eligible to hold an honorary consultant contract with the Oxford Radcliffe Hospitals NHS Trust.

The Department currently has a wide range of active research programmes and the Division of Medical Sciences seeks to build strong links based on cell and molecular studies with others in Oxford where there is already very active research in Developmental Biology. Individuals with active research programmes in control of fetal growth, epigenetics of fetal development, placentaion, germ cell differentiation, stem cells or fetal cell therapy would be particularly welcome since such programmes would benefit from close interaction with existing groups within the Division.

**STANDARD DUTIES**
Teaching and Research

The professor will be required to deliver lectures and give instruction in Obstetrics and Gynaecology, and in particular to perform the following duties:

(i) to lecture, or hold classes, as the Board of the Medical Sciences Division shall determine, in each Full Term or such extension of it as the board may approve;

(ii) to undertake original work and the general supervision of research and advanced work in his/her subject and department, and to assist students in their studies by advice or informal instruction.

Under conditions agreed upon between the Board of the Medical Sciences Division and appropriate agents of the NHS, the professor shall perform such clinical, administrative and other duties in the hospitals or general practices associated with the University, as the faculty board may determine or approve.

Examining

The professor will be required to take part in university examining as and when requested to do so by a committee for the nomination of examiners, unless he or she can show reasonable cause, to the satisfaction of the Vice-Chancellor and Proctors, why on a particular occasion he or she should not do so. (This requirement does not apply to invitations from faculty boards to examine theses submitted for research degrees).

Tutorial teaching

Professors may apply to the divisional board for leave to undertake paid tutorial teaching for up to four (or exceptionally up to six) hours per week.

Supervision

The professor will be required to act as the supervisor of a graduate student as and when requested to do so by a faculty board or other competent body, unless he or she can show reasonable cause, to the satisfaction of the body concerned, why on a particular occasion he or she should not do so.

Headship of departments

Every professor or reader who is employed by the University unless individually exempted has the obligation to accept the headship of the department in which his or her post is held if invited to do so by the Medical Sciences Board. This professorship is held in the Nuffield Department of Obstetrics and Gynaecology and the Head of the Department is currently Mr Stephen Kennedy. The successful candidate will be obliged to accept the Headship of the Department for a specified period of five years, if requested to do so by the divisional board.

For those who are clinically qualified - clinical practice

Under conditions agreed upon between the Board of the Medical Sciences Division and appropriate agents of the NHS, the professor shall perform such clinical, administrative and other duties in the hospitals associated with the University as the Medical Sciences Board may determine or approve. An honorary contract with the Oxford Radcliffe Hospitals NHS Trust will be available to the successful candidate. The University will in any case, in making the appointment, be seeking to advance its strategic agenda and develop its partnership with the Oxford Radcliffe Hospitals NHS Trust in furthering advances in research, teaching, and patient care.

FURTHER INFORMATION
Staffing Structure

The academic staff in the Nuffield Department of Obstetrics and Gynaecology is as follows:

Christian Becker  
Clinical Lecturer  
Special interests: angiogenesis in endometriosis

Paul Chamberlain  
University Lecturer  
Special interests: fetal ultrasound, pre-natal diagnosis

Tim Child  
Senior Fellow in Reproductive Medicine  
Special interests: IVF, laparoscopic surgery, reproductive medicine

Sean Kehoe  
Professor of Gynaecological Oncology  
Special interests: clinical trials, genetic therapy

Brenda Kelly  
Clinical Lecturer  
Special interests: maternal vasculature in pregnancy

Stephen Kennedy  
Clinical Reader and Head of Department  
Special interests: genetic epidemiology of endometriosis, reproductive medicine

Liz Linton  
University Research Lecturer (non-clinical)  
Special interests: CRH, pre-eclampsia

Enda McVeigh  
Senior Fellow in Reproductive Medicine  
Special interests: IVF, laparoscopic surgery, reproductive medicine

Ian MacKenzie  
Clinical Reader  
Special interests: clinical trials, medical education

Klim McPherson  
Visiting Professor (non-clinical)  
Special interests: public health, health-care outcomes

Helen Mardon  
Professor of Reproductive Science (non-clinical)  
Special interests: implantation, extra-cellular matrix, functional studies of endometrium

Jane Moore  
Senior Fellow in Reproductive Medicine  
Special interests: IVF, chronic pelvic pain and reproductive medicine

Jo Poulton  
Professor of Mitochondrial Genetics  
Special interests: mitochondrial genetics
Chris Redman
Professor of Obstetric Medicine
Special interests: pre-eclampsia, obstetric medicine

Margaret Rees
Reader in Reproductive Medicine
Special interests: angiogenesis, menopause

Ian Sargent
Professor of Reproductive Science (non-clinical)
Special interests: pre-eclampsia, implantation, reproductive immunology

The current clinical academics offer care in gynaecology as well as specialised services such as reproductive medicine, advanced laparoscopic surgery, obstetric medicine, fetal ultrasound and gynaecology oncology. There are eight NHS consultants in the Women’s Centre, offering care in general obstetrics and gynaecology as well as specialised services such as feto-maternal medicine, urogynaecology and gynaecology oncology:

Obstetrics: Rebecca Black, Catherine Greenwood, Lawrence Impey and Pauline Hurley
Obstetrics and Gynaecology: Mike Gillmer, Vic Rai
Gynaecology: Mark Charnock, Simon Jackson

Research interests

The Department has a long established international reputation in the specialty. This has been built on close collaboration between scientists and clinical academics embedded in the Women’s Centre with ready access to human samples. The Department has encouraged close working relationships between group leaders and collaborative links with researchers in areas of the Division’s strength and outside to facilitate multi-disciplinary research across a wide range of important issues in human reproduction:

Clinical research

- menstrual dysfunction and the menopause
- pelvic pain and endometriosis
- infertility and assisted reproduction
- health-related quality of life assessment
- minimal access surgery
- pre-eclampsia and high risk pregnancy
- functional MR imaging in endometriosis
- 4D image analysis in obstetrics and gynaecology
- gene therapy in ovarian cancer
- clinical trials in gynaecological malignancy

Embryology

- characterisation and optimisation of early human development
- embryonic and trophoblast stem cell derivation and study of lineage

Endometrial biology

- angiogenesis
- implantation and the endometrial-embryonic interface
- molecular regulation of endometrium/endometriosis
Genetics and genetic epidemiology

- endometriosis
- mtDNA transmission
- mtDNA variants in multi-factorial disease

Health services research

- implications of interventions in women’s health care
- National electronic Library for Women’s Health
- national guideline development
- health economics of infertility

Reproductive immunology

- immunology of pregnancy

Structural biology

- structure-function of extracellular matrix molecules
- Trophoblast biology
- implantation and placentation

Administration

Department Administrator: Pip Elphick
Assistant Administrator: to be appointed
Director of Graduate Studies: Ian Sargent
Lab Manager: Ann Lambert
Undergraduate Course Organiser: Ray Anson
Administrative Assistant: Lesley Pope
PA to the Head of Department: Jo Mitchell

The new professor would be supported by a PA, and would also be involved in any future planning of the optimal configuration of support posts within the Department. The funding of support posts is directly and indirectly dependent upon success in gaining external grant income.

A start-up grant of £75,000 is offered by the University to incoming professors.

Oriel College

Oriel is a friendly and attractive College located right in the heart of Oxford. Founded in 1326 by King Edward II, it is one of the oldest Colleges in Oxford. The student body at Oriel is made up of undergraduates and postgraduates studying a wide variety of courses in a broad range of subjects. The students come from all kinds of schools, backgrounds and countries, and the College is committed to selecting the best applicants, based on academic achievement and potential, irrespective of educational background, gender or ethnicity. The Professorship carries with it membership of the Governing Body of the College, the (non-exclusive) use of a room in College if required, and membership of the Senior Common Room which provides the right to dine, free of charge, at the Common Table throughout the year. As a Fellow, he or she would be required by College Statutes to abide by the College Statutes and to abide by any resolutions made or passed by the Provost and Fellows from time to time. The Governing Body is currently moving from 32 fellows to 39, four of them currently Professorial. The College has a range of public rooms, available to all Fellows, ranging from small and medium size seminar rooms, through to a modern, well equipped 120 seat lecture theatre. The college has one of the most active conference programmes of any college in Oxford.
(particularly for one of traditional construction and character) the facilities for which, subject to costing and timetabling would be available for use by the person elected.

ADDITIONAL INFORMATION

Additional information may be obtained on a strictly confidential basis, from Professor John Bell, Regius Professor of Medicine (tel. +44 (0)1865 221340, e-mail regius@medsci.ox.ac.uk) or Dr Kenneth Fleming, Head of the Medical Sciences Division (tel. +44 (0) 1865 220548, e-mail kenneth.fleming@admin.ox.ac.uk).

GENERAL CONDITIONS OF SERVICE

The appointment is 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.

Terms and conditions

Stipend

(a) In the case of a clinical appointment:

The salary of the professorship will be based on the years of seniority of the successful candidate, plus any applicable NHS merit awards.

Additional remuneration is currently paid to those undertaking examining and graduate supervision. Additional payments are also available for some tutorial teaching.

(b) In the case of a non-clinical appointment:

The salary of the appointee will be determined by the Vice-Chancellor, after appropriate consultation, in the light of the University’s detailed arrangements for the reward of academic distinction and contribution among its professoriate. In addition, after taking up appointment, the professor will be eligible for consideration, in reviews which will take place from time to time, for one of a number of additional salary awards which may be made in recognition of outstanding academic distinction and/or contribution to the academic work of the University (e.g. in leadership in, or in the development of, some field of study).

Additional remuneration is currently paid to those undertaking examining and graduate supervision. Additional payments are also available for some tutorial teaching. Those holding administrative appointments within the faculty may be eligible for additional payments from the discretionary elements of national salary settlements although the continuation of these payments is under review.

In both (a) and (b) above the following conditions apply:

A pensionable allowance (currently £8,152 per annum) will be added in respect of the duties as head of the Nuffield Department of Obstetrics and Gynaecology for any period during which these are assigned to the professor (an allowance payable for a period of less than six months will not, however, be pensionable).

The professor will have the option of becoming (or remaining) a member of the Universities Superannuation Scheme (USS).

Retirement

Professors are required to retire not later than the 30 September immediately preceding the 66th birthday, except that for those who can establish a vested interest as defined in the University’s statutes (details available on request) in retirement at age 67 or later, the date of retirement will be not later than the 30
September immediately preceding the 68th birthday.

**Residence**

The professor is required to reside within the University (i.e. within twenty-five miles of Carfax, the central point of Oxford) during six months at least in each academical year, between the first day of October and the ensuing first day of August, and in particular during not less than six weeks of each term.

**Holding of other offices or appointments (including consultancies)**

Except as expressly provided Council Regulations 5 of 2004, no office or appointment may be accepted, or other activities or responsibilities undertaken, without the leave of the head of department (head of division in the case of a head of department). If leave is granted, the divisional board is empowered to determine what reduction in stipend (if any) shall be made.

The University encourages links with industry and other outside bodies. Although the holding of outside appointments such as consultancies must be approved by faculty boards and divisional boards, 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.

Except when they are earned by the professor as the supervisor of graduate students, as an academic adviser under the regulations for Recognised Students, or in respect of paid tutorial teaching approved by the divisional board, any fees received for lectures or instruction given by the professor in the University shall be paid to the University Finance Division for the credit of the University General Revenue Account.

**Leave of absence**

The holder of this post is eligible to apply for sabbatical leave. In general, one term of sabbatical leave is available for each six terms of qualifying service: qualifying service is built up on a ‘rolling’ basis, so that leave which is not taken is not lost (although qualifying service does not accrue beyond the maximum of 18 terms). Further details are available on request.

**Notice of termination of appointment**

The professorship is tenable until retirement.

The length of notice required to resign an appointment shall (a) be at least three months and (b) include one complete Full Term. The conditions under which the University may in certain circumstances terminate an appointment are laid down in Statute XII Part C or Statute XII Part D of the Statutes of the University.

**Appraisal**

All staff participate in the University’s appraisal scheme which is currently under review.

In the case of a clinical appointment the appointee will be required to undertake an annual joint appraisal with the relevant clinical person in the Oxford Radcliffe Hospitals NHS Trust and in the University.

**Intellectual Property Policy**

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.
Conflict of Interest Policy

The holder of this post is required to abide by the terms and conditions of the University’s Conflict of Interest policy, a copy of which is available on request. Professors who fall into the category of:

(a) Heads of department
(b) Chairmen of bodies which govern the University’s affairs
(c) Directors of wholly owned subsidiary companies of the University

are required to make a personal declaration on an annual basis to the University’s Conflict of Interest Committee about any potential conflict of interest they may have within their area of responsibility.

Medical Defence Society

All clinical professors are required to belong to a medical defence society if they are involved in private practice (see below), and it is strongly recommended that those not involved in private practice maintain at least the basic cover provided by such bodies.

Private practice

Holders of clinical professorships are permitted to engage in private practice in the hospitals in Oxford on such terms as the Medical Sciences Board may from time to time determine, provided that such private practice

(i) shall be undertaken only in the name of the individual clinician concerned;
(ii) shall be subject to the same general arrangements as govern the holding of consultancies and outside appointments by university employees.

General information

Equal Opportunities statement

The policy and practice of the University of Oxford require that all staff are afforded equal opportunities within employment and 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 or civil partnership status, sexual orientation, religion or belief, racial group or disability.

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

Membership of Congregation

All professors of the University, with other members of the academic staff and certain senior academic-related staff, are 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 University’s 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 chair will receive fuller details soon after he or she takes up the appointment.

**Maternity leave and childcare facilities**

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 26 weeks 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.

The University has three subsidised nurseries and also subsidises places at some local nurseries, although at present there is a waiting list. In addition, staff 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 playscheme for school-age children. Further information may be obtained from the childcare website (http://www.admin.ox.ac.uk/eop/child) or by emailing childcare@admin.ox.ac.uk, or writing to the Diversity and Equal Opportunities Unit, University of Oxford, Wellington Square, Oxford OX1 2JD.

**Relocation expenses**

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 also are available where appropriate to cover solicitors’ and other costs in connection with a move. Further details are available on request.

**Assistance with house purchase**

Where exceptional difficulty arises in regard to housing for a professor moving to the Oxford area to take up appointment (e.g. as may sometimes be the case where the move is from an area in which housing costs are substantially lower than in Oxford), the University may in certain circumstances be able to facilitate arrangements to assist house purchase.

**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.

**Data Protection**

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.

**HOW TO APPLY**

Applications (eleven copies, or only one from overseas applicants) should be sent to the Registrar, University Offices, Wellington Square, Oxford OX1 2JD, to arrive no later than Monday 4 September 2006.
Applications should be made in the form of a detailed CV and publication list, a covering letter indicating clearly how the candidate meets the selection criteria for the post outlined above, and the names and contact details (postal and e-mail addresses, telephone and fax numbers) of three referees who have agreed to act on this occasion (at least one of whom should be a representative of the candidate’s current or most recent employer). Shortlisted candidates for whom only Oxford references are available will be asked to provide the name of an additional referee from outside Oxford. The University will assume that it is free to approach referees at any stage unless the candidate’s application stipulates otherwise (i.e. 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 short list or are in receipt of a conditional offer, are asked to state such requirements explicitly alongside the details of the relevant referee(s)).

Interviews will be held on a date to be arranged.