Job Description and Person Specification

<table>
<thead>
<tr>
<th>Post</th>
<th>Academic Clinical Lecturership in Anaesthetics</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>There is one NIHR funded post available in this round but additional locally funded posts may be awarded in parallel subject to funding and assessment against the stated criteria for the role.</td>
</tr>
<tr>
<td>Department (s)</td>
<td>Nuffield Department of Clinical Neuroscience, Nuffield Division of Anaesthetics, Level 6, West Wing, John Radcliffe Hospital, Oxford OX3 9DU</td>
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<tr>
<td>Division</td>
<td>Medical Sciences Division</td>
</tr>
<tr>
<td>Contract type</td>
<td>Fixed term for four years</td>
</tr>
<tr>
<td>Salary</td>
<td>Grade A67, £31,838 – £56,312 per annum</td>
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</table>

Overview of the post

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. They form part of the NIHR Integrated Training Pathway, further details of which can be found on the NIHR website http://www.nihr.ac.uk/funding/clinical-lectureships.htm. Specific duties for the specialty are annexed.

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 http://www.oucags.ox.ac.uk/.

Over the four years post holders, in discussion with the training committees and academic supervisors, will be able to undertake clinical duties in order to complete their clinical training. Post holders 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, if training is completed during the four years the appointment will end six months after completion of CCT. Please see the NIHR Academic Clinical Lecturerships’ Entry, Eligibility, and Exit Points from April 2016 (annexed for full information).

There is one NIHR funded post available in this round but additional locally funded posts may be awarded in parallel subject to funding and assessment against the stated criteria for the role.
Applications are particularly welcome from women and black and minority ethnic candidates, who are under-represented in academic posts in Oxford.

General queries about the post should be addressed Ms Ingunn Haugen at Ingunn.haugen@medsci.ox.ac.uk or telephone: +44 (0) 1865 282348.

Informal enquiries can be made to Professor Irene Tracey (irene.tracey@ndcn.ox.ac.uk)

All enquiries will be treated in strict confidence; they will not form part of the selection decision.

The University of Oxford is a member of the Athena SWAN Charter to promote women in Science, Engineering, Technology and Medicine. The University holds an Athena SWAN bronze award at institutional level. Contact gender.equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford.

**Duties of the post**

The main duties of the post are as follows:

The post holder will spend 50% of time undertaking research and academic training over the duration of the contract. This does not necessarily mean this amount of time is set aside each week but will be made up, for example, by being given a period of weeks or months of concentrated time for research.

(a) **Clinical**

- Clinical attachments will be in fully approved training posts at the Oxford University Hospitals NHS Trust.

(b) **Research**

- To engage in advanced study or research.
- To contribute through research activity, publication and securing external funding to maintaining the overall standard of the department.

(c) **Teaching**

- To teach through university lectures, seminars and practical classes as requested by the Head of Department (HOD) or any other person nominated by HOD.
- To supervise graduate students.
- To engage in university examining.

(d) **Management and Administration**

- To co-operate in the administrative work of the Department in both term and vacation under the direction of the Head of Department or any such person nominated.
- To undertake such other duties as may from time to time be determined by the Head of Department or any such person nominated.

(e) **Study and Training:**

- The NIHR post is attached to an NTN(a), whereas any local appointments will need to be given / possess a local NTN in their specialty. Post-holders will undergo an ARCP/RITA assessment on an annual basis to assess their clinical and academic progress. An academic appraisal will also take place. They will be encouraged to go on relevant courses of postgraduate education covering the important skills required of a future clinical academic, namely, clinical, research, teaching, examining and management. Orientation within research or clinical attachments will be the responsibility of the relevant department.

**Anaesthetics**

The post will be spent at hospitals in the Oxford School of Anaesthesia:
Teaching and training is based on the Royal College of Anaesthetists 2010 Curriculum for a CCT in Anaesthetics (www.rcoa.ac.uk). Anaesthetic trainees will average three sessions per week of training activities supervised by a Consultant Trainer. Every three months during the post, training will be reviewed by the Educational Supervisor or College Tutor. The trainee's progress through training will be recorded by the ARCP process.

Anaesthetic trainees are expected to keep accurate contemporaneous records of clinical activities or events, including pre-operative assessment, pre- and postoperative care, pain relief, critical incidents, etc, using the documentation provided. Anaesthetic trainees will keep a portfolio of their training including a logbook. This should be updated with each module and presented at the ARCP via the Royal College of Anaesthetists e-Portfolio.

Working Pattern: in accordance with the European Working Time Directive and 'New Deal' on junior doctors' hours, average hours are a maximum of 48 clinical working hours per week.

Quality Improvement: Anaesthetic trainees are required to take part in quality improvement projects. Support for projects is available from consultant staff in different anaesthetic subspecialties.
**Person specification**

Applications will be judged only against the criteria which are set out below. Applicants should make sure that their application shows very clearly how they believe that their skills and experience meet these criteria.

Oxford is committed to fairness, consistency and transparency in selection decisions. Chairs of selection committees will be aware of the principles of equality of opportunity and fair selection and there will be a member of each gender wherever possible.

The successful candidate will demonstrate the following.

**Selection Criteria**

<table>
<thead>
<tr>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
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<tbody>
<tr>
<td><strong>ELIGIBILITY</strong></td>
<td></td>
<td>Application form</td>
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<tr>
<td>• Evidence of achievement of Foundation</td>
<td>• Evidence of commitment to GMC specialty</td>
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<tr>
<td>competences or equivalent</td>
<td>• Intercalated honours degree and/or additional qualifications e.g. MSc</td>
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<tr>
<td>• Medically qualified.</td>
<td>etc.</td>
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<td>• a) At application, to hold or have submitted</td>
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<tr>
<td>for a Higher Degree (PhD/MD/ DPhil) in a</td>
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<td>relevant subject area.</td>
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<td>b) At the time of starting the post (if</td>
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<td>appointed), the applicant must have</td>
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<tr>
<td>completed the Higher Degree. See notes</td>
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<td>below*</td>
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<tr>
<td>• Evidence of good progress in clinical</td>
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<tr>
<td>training and that completion of specialty</td>
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<tr>
<td>training may be accommodated either during</td>
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<td>or after the 4 year period of the NIHR</td>
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<td>CL award.</td>
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<td>• Candidate <strong>must</strong> be at ST3 or above and</td>
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<td>have more than one year to complete CCT.</td>
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<tr>
<td>KNOWLEDGE &amp; ACHIEVEMENTS</td>
<td>Essential</td>
<td>Desirable</td>
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<tr>
<td>• Demonstration of acquisition of the level of knowledge and skills necessary for the achievement of Foundation and clinical (matched to the entry level) competencies or equivalent</td>
<td>• Knowledge of Oxford and how this is best placed to support the research, education and training needs.</td>
<td>Application Form and selection centre</td>
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<tr>
<td>• Demonstration of understanding of, and commitment to, an academic career</td>
<td>• Prizes or distinctions</td>
<td></td>
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<tr>
<td>• Demonstration of the potential for scientific independence and the ability to lead a research team</td>
<td>• Presentation of work at a national or international meeting</td>
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<tr>
<td>• Potential to become a leader in chosen field</td>
<td>• Significant publications in peer reviewed journals</td>
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<tr>
<th>EDUCATIONAL &amp; PERSONAL ASPECTS</th>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Demonstration of understanding and commitment to academic career</td>
<td></td>
<td>Application Form</td>
<td></td>
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<tr>
<td>• Indication of medium and long-term career goals</td>
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<tr>
<td>• Demonstration of educational reasons for applying for Academic Clinical Lecturership Programme</td>
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<tr>
<th>PROFESSIONAL SKILLS</th>
<th>Essential</th>
<th>Desirable</th>
<th>How evaluated</th>
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</thead>
<tbody>
<tr>
<td>• Evidence of team working skills</td>
<td></td>
<td>Application Form and selection centre</td>
<td></td>
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<tr>
<td>• Evidence of leadership potential</td>
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A detailed person specification by speciality, for higher specialty training as defined by MMC can be found at: [http://specialtytraining.hee.nhs.uk/specialty-recruitment/person-specifications-2013/2016-person-specifications/](http://specialtytraining.hee.nhs.uk/specialty-recruitment/person-specifications-2013/2016-person-specifications/)

*Notes on Postgraduate Qualification:*

The NIHR Academic Clinical Lecturership phase is aimed at doctors and dentists who 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 Clinical Lecturers to apply for the scheme before they have completed their postgraduate qualification although at the time of application they must have submitted their doctoral thesis. Under the 2016-17 scheme, a successful candidate must commence work before 31 March 2017 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 2016 (annexed for information).

How to apply

Please complete the application form attached or request one by phone on 01865 221945 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 Ms Ingunn Haugen, Medical Sciences Offices, Level 3, John Radcliffe Hospital, Oxford OX3 9DU, by no later than 12 noon on Friday 22 April 2016. Interviews will be held on Monday 16 May 2016.

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.

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.
Essential Information for Applicants for the Academic Clinical Lectureship in Anaesthetics

The University

The University of Oxford aims to sustain excellence in every area of its teaching and research, and to maintain and develop its position as a leader amongst world-class universities. Placing an equally high value on research and on teaching, the colleges, departments and faculties of Oxford aspire both to lead the international research agenda and to offer a unique and exceptional education to our undergraduate and graduate students.

Oxford’s self-governing community of scholars includes university professors, readers, and associate professors, college tutors, senior and junior research fellows and over 2,500 other university research staff. The University aims to provide facilities and support for colleagues to pursue innovative research and outstanding teaching, by responding to developments in the intellectual environment and society at large, and by forging close links with the wider academic world, the professions, industry and commerce. The Strategic Plan, detailing strategy for the period 2013-18, can be found at http://www.admin.ox.ac.uk/pras/planning/.

Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues, from deciphering ancient texts and inscriptions using modern scientific and computational methods developed in Oxford, through to global health, climate change, ageing, energy and the effects on our world of rapid technological change.

Oxford seeks to admit undergraduate students with the intellectual potential to benefit fully from the college tutorial system and small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers nearly 10,000, nearly 45% of the full-time students. Postgraduates are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world’s greatest libraries, the Bodleian.

For more information please visit www.ox.ac.uk

The Medical Sciences Division

The Medical Sciences Division is an internationally recognized centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: www.medsci.ox.ac.uk

The Department

The NDCN (www.ndcn.ox.ac.uk) is the clinical academic department of the University which hosts research in neurology, ophthalmology, anaesthetics and imaging of the brain. The NDCN has an established research and teaching portfolio with a national and international reputation for excellence, with over 400 staff and 100 postgraduate students. The NDCN is based in high quality research and clinical facilities in the West Wing of the John Radcliffe Hospital, alongside the Department's world-class Oxford Centre for Functional MRI of the Brain (FMRIB), and the Weatherall Institute of Molecular Medicine (which houses three of our research groups) and Oxford Molecular Pathology Institute (OMPI) which hosts the Sleep & Circadian Neuroscience Institute,
and provides the ideal facilities to translate research from bench to bedside. In keeping with the award of NIHR Comprehensive Biomedical Research Centre status to a partnership between Oxford University and the Oxford University Hospitals NHS Foundation Trust, a highly integrated and interdisciplinary environment has been created in which research, teaching, clinical training and clinical care interact, thereby permitting new approaches to the understanding, diagnosis and treatment of nervous system diseases. To this end the NDCN fosters collaborations worldwide and warmly welcomes visiting scientists, clinical fellows and students. The NDCN comprises the following five divisions:

- **Nuffield Division of Anaesthesia (NDA)**
  The NDA ([www.nda.ox.ac.uk](http://www.nda.ox.ac.uk)) is committed to the development and maintenance of internationally competitive research programmes in pain and consciousness, respiration and hypoxia, adult and neurointensive care, and simulation and human factors training.

- **Division of Clinical Neurology (DCN)**
  The DCN ([www.clneuro.ox.ac.uk](http://www.clneuro.ox.ac.uk)) is committed to the development of research programs that improve understanding of the nervous system in health and disease. Particular research strengths in the DCN are Stroke, Neurodegeneration, Neuroimmunology, Movement Disorders and Cognitive Neurology.

- **Centre for Functional Magnetic resonance Imaging of the Brain (FMRIB Centre)**
  The FMRIB Centre ([www.fmrib.ox.ac.uk](http://www.fmrib.ox.ac.uk)) is a multi-disciplinary neuroimaging research laboratory where cutting edge developments in image analysis and physics are exploited to answer neuroscientific questions of clinical relevance.

- **Nuffield Laboratory of Ophthalmology (NLO)**
  The NLO ([www.eye.ox.ac.uk](http://www.eye.ox.ac.uk)) is led by Professor Russell Foster, who leads the Sleep & Circadian Neuroscience Institute. Professor Foster’s work in the early 1990s helped to lead to the discovery of the existence of non-rod, non-cone ocular photoreceptors in the retinas of mammalian eyes, which are now known to be a special type of melanopsin-containing neuron (nerve cell) called a photosensitive retinal ganglion cell (pRGC). Research within the NLO spans the molecular and cellular analysis of the various photoreceptors that exist the eye, the role of these photoreceptors in regulating diverse aspects of physiology and behaviour, and the development of new treatments paradigms that mitigate or cure ocular disease.

- **The Centre for the Prevention of Stroke and Dementia**
  Led by Professor Peter Rothwell, the CPSD ([http://www.ndcn.ox.ac.uk/research/centre-prevention-stroke-dementia](http://www.ndcn.ox.ac.uk/research/centre-prevention-stroke-dementia)) aims are to do research that increases understanding of the causes of cerebrovascular disease and improve the prevention of stroke and vascular dementia in routine clinical practice.

The Department of Clinical Neurosciences holds a departmental Silver Athena award in recognition of its efforts to introduce organisational and cultural practices that promote gender equality and create a better working environment for both men and women.

For more information please contact Professor Irene Tracey (irene.tracey@ndcn.ox.ac.uk)

**Research within the NDA falls within the following areas, all of which are internationally world-leading:**

1. Pain – genetic, cellular, systems neuroscience, systematic reviews and clinical
2. Adult intensive care
3. Neuro-intensive care imaging
4. Respiration– modelling, cellular, systems neuroscience and clinical application
5. Mechanisms of anaesthesia
6. Teaching – simulation and training/global anaesthesia (developing/developed world education).

Full descriptions with lead principal investigator are given on our website (scroll to the bottom of the page) [http://www.ndcn.ox.ac.uk/divisions/nda](http://www.ndcn.ox.ac.uk/divisions/nda)
Oxford University Hospitals NHS Trust

Oxford University Hospitals (OUH) is a world renowned centre of clinical excellence and one of the largest NHS teaching trusts in the UK. Clinical care is delivered by experienced specialists at the pinnacle of their profession. Our trust is made up of four hospitals - the John Radcliffe Hospital (which also includes the Children's Hospital and West Wing), Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford and the Horton General Hospital in the north of Oxfordshire.

We provide a wide range of clinical services, specialist services (including cardiac, cancer, musculoskeletal and neurological rehabilitation) medical education, training and research.

Our collaboration with the University of Oxford underpins the quality of the care that is provided to patients; to the delivery of high-quality research bringing innovation from the laboratory bench to the bedside; and the delivery of high-quality education and training of doctors.

Existing collaborations include the ambitious research programmes established through the Oxford Biomedical Research Centre (BRC), funded by the National Institute for Health Research (NIHR), located on the John Radcliffe Hospital site and at the Biomedical Research Unit in musculoskeletal disease at the Nuffield Orthopaedic Centre. These set the standard in translating science and research into new and better NHS clinical care.

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

Standard Terms and Conditions

Standard duties

To engage in teaching and research and in clinical and administrative work under the direction of the head of department.

Salary, benefits and pension

The salary for the Academic Clinical Lecturer will be on the scale A67, £31,838 – £56,312 per annum according to qualifications and experience. The pay scale for local posts will depend on the funding available.

Eligible staff may join the Universities Superannuation Scheme (http://www.admin.ox.ac.uk/finance/pensions/uss/) or the National Health Service superannuation scheme (http://www.nhsbsa.nhs.uk/pensions).

Length of appointment

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. The appointment will be reviewed formally at the end of a probationary period of 24 months following a report requested after 18 months in post.

The length of appointment for local posts will depend on the funding available.

Outside commitments

Academic clinical lecturers may spend up to 30 working days in each year on projects outside their employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to the amount of money which staff may earn from these activities. Full details are available on the university website at http://www.admin.ox.ac.uk/personnel/staffinfo/academic/approvaltoholdoutsideappointments/.

Guidance on ownership of intellectual property (http://www.admin.ox.ac.uk/statutes/regulations/182-052.shtml) and managing conflicts of interest (http://www.admin.ox.ac.uk/researchsupport/integrity/conflict/policy/) is also available on the university website.
Medical Defence Society

Although it is not a condition of employment that academic clinical lecturers belong to a medical defence society, it is strongly recommended that such staff maintain at least the basic cover provided by such bodies.

Relocation expenses

Subject to HMRC regulations and the availability of funding, a relocation allowance may be available.

Family support

The University has generous maternity and adoption leave arrangements, and also offers support leave to fathers and partners. Additional paternity leave of up to 26 weeks (for children born or placed for adoption after 3 April 2011) is available where parents decide to share the 52 week maternity leave entitlement. Details are available on the website at http://www.admin.ox.ac.uk/personnel/during/family/.

All staff are eligible to apply to use the University nurseries (although there is a long waiting list for nursery places), and the full range of tax and National Insurance savings scheme is in operation. Details are available on the University’s childcare website at http://www.admin.ox.ac.uk/eop/childcare/.

The University will try to accommodate flexible working patterns as far as possible and there is considerable flexibility in the organisation of duties. More information on family support and flexible working policies is available on the website at http://www.admin.ox.ac.uk/personnel/during/family/.

Facilities and services

The University has a range of facilities and benefits for its staff; more details are available on the website at http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/.

The University Disability Office provides support to staff and students with a disability and may be contacted through its website at http://www.admin.ox.ac.uk/eop/disab/.

Equality of opportunity

The policy and practice of the University of Oxford require that all staff are 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 age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Immunity status, medical questionnaire, appraisal and the right to work in the UK

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. The appointment will also be subject to satisfactory completion of a University medical questionnaire and an NHS pre-employment assessment form, and to the provision of proof of the right to work in the UK.

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

Applicants who would need a work visa if appointed to the post are asked to note that under the UK’s 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 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.ind.homeoffice.gov.uk/visas-immigration/working/tier2/general/

**Particular arrangements**

Oxford welcomes applications from candidates who have a disability. These documents will be made available in large print, audio or other formats on request. Applicants invited for interview will be asked whether they require any particular arrangements to make the interview more convenient and effective for them.

**Data Protection**

All data supplied by candidates will be used only for the purposes of determining their suitability for the post¹ and will be held in accordance with the principles of the Data Protection Act 1998 and the University’s Data Protection Policy (available on the website at http://www.admin.ox.ac.uk/councilsec/dp/policy.shtml).

¹ But NB if the person appointed to the post is a migrant sponsored under the UK’s points-based migration system, we are required to retain the applications of all shortlisted candidates for one year or until a UK Border Agency compliance officer has examined and approved them, whichever is the longer period.
NIHR Clinical Lecturerships:
Entry, Eligibility, and Exit Points from April 2016

INTRODUCTION

This guidance note relates to the recruitment of NIHR Clinical Lecturerships (CLs) starting on or after 1\(^{st}\) April 2016. Successful applicants from the 2016 recruitment round must be in post by 31\(^{st}\) March 2017.

The NIHR Clinical Lecturership phase is aimed at doctors with a PhD/MD (or equivalent) in a relevant subject area, who already have a substantial amount of 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 Local Education Training Board (LETB) must lead the appointment process. The majority of candidates should already hold a NTN, however where a candidate does not, then the panel must be constituted to allow the award of a NTN. 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 LETB 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://issuu.com/acmedsci/docs/guidelin/1](http://issuu.com/acmedsci/docs/guidelin/1)

ENTRY

- The NIHR Clinical Lecturer phase is aimed at doctors who must already hold a higher research degree (MD/PhD or equivalent) in a relevant subject area.

- The 4-year duration of the NIHR Clinical Lecturership may mean that a period of dedicated clinical training is appropriate. This may be taken prior to application, in which case the candidate will become ineligible for a 2016 post, if the length of their dedicated period of clinical training would preclude them from applying and taking up the NIHR Clinical Lecturership before the 31\(^{st}\) March 2017 deadline. It may, in some cases, be more appropriate to undertake a period of clinical training upon completion of the NIHR Clinical Lecturership. This must be
taken into account by the individual and his/her Training Programme Director and the appropriate arrangements put in place to accommodate this.

- NIHR 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, CST, ST1 or ST2. NIHR 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 2017. No extensions will be granted.

ELIGIBILITY

- NIHR 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) in a relevant subject area 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) in a relevant subject area are also eligible.

- Candidates may only apply for a NIHR Clinical Lecturership post if they have already submitted their PhD/MD thesis at the time of application. If the candidate’s thesis has not been submitted by the application closing date, then they are ineligible to apply in this round.

- 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 2017 deadline, then the candidate is ineligible to apply for a 2016 NIHR Clinical Lectureship.

- Candidates that have already completed one NIHR 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 NIHR 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, as per the Gold Guide. Exceptionally this may be further extended by application to NIHR TCC. Extensions are not automatically given. The length of time granted for an extension will depend on how much of the 4 year maximum time allowed has been completed already. Examples are shown below:

1. A trainee has been in post for 3 years and reaches CCT. The 6 month period of grace will apply and the maximum extension that can be granted will be a further 6 months.
2. A trainee has been in post for 18 months and reaches CCT. The 6 month period of grace will apply and the maximum extension that can be granted will be a further 12 months. Even though the 4 year maximum has not been reached, a maximum limit of a further 12 months for an extension will apply.
3. To discuss extensions further on a case by case basis, please contact iatenquiries@nihrtcc.org.uk.

For trainees who will not reach CCT within the maximum 4 years of the NIHR Clinical Lecturership post, arrangements will need to be put in place locally to enable the trainee to return to clinical training after the completion of the NIHR CL post and therefore reach CCT.