

**NIHR (Walport) CLINICAL LECTURESHIP IN PRIMARY HEALTH CARE**  
(Ref no: )

**FURTHER PARTICULARS**

**JOB DESCRIPTION**

<b>Department/ Address:</b>	Academic Unit of Primary Health Care Member of the NIHR School for Primary Care Research, Department of Community Based Medicine, 25/27 Belgrave Road Bristol		
<b>Academic Faculty:</b>	Faculty of Medicine and Dentistry		
<b>Grade:</b>	Clinical Lecturer + NIHR supplement		
<b>Academic Career Pathway:</b>	Clinical, Pathway 1	<b>Profile Level:</b>	Level c
<b>Work Pattern:</b>	Full or part time	<b>Contract Type:</b>	Fixed term contract
<b>Salary:</b>	£60,944 - £79,001 pro rata		

**Main Job Purpose:**

The University of Bristol has been awarded an NIHR (Walport) Clinical Lectureship programme in Primary Health Care and wishes to make their fourth appointment to this programme commencing summer 2010.

This programme will provide up to four years post-doctoral training for a general practitioner seeking to consolidate their career in academic general practice and begin to establish themselves as an independent researcher. The length of the lectureship will depend on the previous experience of the doctor in academic medicine and their planned trajectory towards a postdoctoral or clinician scientist award. The post is available either full time or part time.

The objectives of this clinical lectureship are to:

- provide the opportunity to develop a substantial and coherent programme of research
- consolidate clinical competence and experience as a general practitioner
- prepare a high-quality application for a post-doctoral or clinician scientist research fellowship
- gain more experience of teaching in a variety of contexts

The successful applicant will split their working week between service general practice and academic work at the University of Bristol appointed at the appropriate point on the clinical lecturer scale (pay scale to be pre-2003 consultant contract). Within the sessions at the University, the main activity will be research, although there will be opportunities to make a limited teaching contribution.

**The academic component**

The first priority will be for the lecturer to begin to establish his/her own coherent programme of research within a defined area of interest. Lecturers will be strongly encouraged to build on their doctoral research and to develop a research programme in an area related to one of the Unit's existing research themes so that they gain from the support of other members of staff.

**Support available in applying for a post-doctoral/clinician scientist award**

Each lecturer will have an academic mentor whom they will meet regularly to oversee their academic progress. In addition, several members of our existing staff currently hold post-doctoral fellowships and will be able to advise new lecturers about developing their application for a similar award. The Academic Unit of Primary Health Care includes individuals with a wide range of methodological expertise, including medical

statistics, qualitative methods, economic evaluation, systematic reviews, and the use of mixed methods in the evaluation of complex interventions. There are also strong links with academics within other departments of the University such as Social Medicine, Policy Studies, Exercise and Health Science and Geography, all of which are highly rated research units. The lecturer will therefore be able to gain advice and build collaborations with researchers of the highest quality, which will strengthen future grant applications.

The available support is particularly strong if the lecturer decides to conduct a randomised controlled trial, either at this stage or as part of their post-doctoral application, due to the recent establishment of the Bristol Randomised Trials Collaboration (BRTC). The Bristol Randomised Trials Collaboration (BRTC) is a UKCRC-registered and NCRI-accredited Trials Unit, and a partnership between the University of Bristol Departments of Community Based Medicine and Social Medicine. These departments have experience in designing and conducting large-scale Phase III randomised trials for various conditions and types of intervention. Finally there are formal training opportunities for eg the short courses in the Department of Social Medicine to help the lecturer develop new research skills in order to make the transition to an independent researcher.

### **The clinical component**

The successful applicant will be a registered medical practitioner who has completed their vocational training and obtained their MRCGP. Five sessions each week will be spent undertaking clinical work/ work of relevance to the NHS in a practice which has expressed a particular interest and commitment to the aims and objectives of academic general practice. This will be funded through either PMS or GMS funds as appropriate. Appropriate mentorship will be provided in the practice setting.

## **Statements of Responsibilities:**

### **Teaching**

The undergraduate teaching commitment of the Unit of Primary Health Care to the MB ChB programme has increased rapidly over recent years in line with the development of the new curriculum in Bristol, whose thinking has been much influenced by the GMC document, Tomorrow's Doctors. Teaching in primary care now takes place in all five years of the curriculum. Integration with the behavioural sciences, as well as medicine and surgery, care of the elderly and dermatology, allows exciting teaching innovations. The major primary care course takes place in the fourth year when there is a placement in a Bristol 'city' practice and another in a more peripheral South West regional practice. The successful applicant will be expected to contribute to sustaining these courses, working with the GP teachers and teaching the students. An interest in evidence-based medicine would be an advantage. For further information about the MB ChB programme please look at the Medici web site: [www.medici.bris.ac.uk](http://www.medici.bris.ac.uk).

We have a long standing scheme to host academic GP registrar extensions in the Unit. The unit also hosts academic F2 posts. The successful applicant will be encouraged to offer support to these doctors. They will also be expected to support GP CPD in general as we develop greater links with postgraduate general practice, the deanery and the clinical tutor network.

### **Research**

The research opportunities in primary care in Bristol are particularly promising. The interests of the Unit are wide ranging: mental health, organisation of care, early diagnosis especially cancer, complementary and alternative medicine, child health (especially infectious diseases). There is a strong emphasis on high quality methodology, both qualitative and quantitative. The successful applicant will find no shortage of potential collaborators within other Departments in the Faculty of Medicine and Dentistry, as well as other parts of the University, the University of the West of England, the local PCTs, the regional UKCRN network and the NIHR

School for Primary Care Research.

Candidates are advised to obtain further information about the Unit's research activities from the research pages of our web site:

<http://www.bristol.ac.uk/primaryhealthcare/>

<http://www.bristol.ac.uk/primaryhealthcare/research.htm>

### **Administration**

The lecturer will be expected to develop their range of skills by taking on one or two organizational responsibilities, as opportunities arise. Examples include organizing seminar programmes, a student selected study module, co-ordinating the website or contributing to organizing a conference. This type of activity will enhance the applicants curriculum vitae with regard to future career progression.

## **BACKGROUND INFORMATION**

### **The University and the City of Bristol**

The University of Bristol (<http://www.bris.ac.uk/>) is a world-class university offering a stimulating academic environment with centres of excellence in all faculties. In its Mission Statement, the University declares its commitment to excellence in teaching and learning within an environment of internationally recognised research.

The University organises its academic affairs in six faculties – Social Sciences & Law, Engineering, Medical & Veterinary Sciences, Medicine & Dentistry, Science and Arts. The Institute for Advanced Studies helps to develop the research of the University by facilitating visits by scholars from the UK and overseas and encouraging inter- and cross-disciplinary research, including collaborations with industry and the cultural sector. The University is a member of the Worldwide Universities Network (WUN), a grouping of sixteen research-led institutions of international standing from three continents who have come together to create a worldwide research and graduate education partnership (see <http://www.wun.ac.uk/>). Professor Thomas is the current Chair of WUN.

The University has approximately 11,500 undergraduate and 5,300 postgraduate students (3,500 taught and 1,800 research). Bristol's students come from approximately 100 countries, contributing much of the international feel of the institution and helping to bring all the educational and social benefits of diversity.

In the 2008 Research Assessment Exercise (RAE) the Faculty performed excellently in population subjects including primary health care, dentistry, cardiovascular research and neuroscience. The Department of Community Based Medicine has an excellent track record in obtaining personal awards to build research capacity from funding bodies such as the MRC, Department of Health and Wellcome Trust. There is an established training programme of research methods short courses providing both basic and advanced level learning opportunities for researchers and clinicians (see <http://www.epi.bris.ac.uk/shortc/shortc.htm>).

The University's Enterprise Action Plan is central to both its Education and Research strategies. Knowledge

exploitation, technology transfer and enterprise are of key importance right across the academic spectrum. The University has created a culture of enterprise, supporting academics in a wide range of activities including industrial liaison, licensing the outcomes of research and setting up spin-out companies. A variety of practical support is available, from the provision of seedcorn funding for new business ventures to enterprise training.

The University is committed to public engagement as a way of communicating about and informing research, and of using its intellectual capital to build mutually beneficial relationships with local communities and the wider world. Engagement is also a means by which students and staff can gain a sense of achievement and new skills while working with local people to address community needs. In addition, engagement can encourage individuals from all parts of the local community to consider studying or working at the University and so lead to a richer, more diverse body of students and staff.

The University is an integral part of Bristol, a beautiful city with a 1,000-year history. With a population of over 400,000, Bristol is the largest city in the South West and the region's leading centre for business, culture and education. It is currently the subject of a massive programme of investment and regeneration that will have a major impact on its retail, leisure and business facilities. The city has a long tradition of trade and engineering, and is also home to many of the newer financial services and creative and media industries. The historic docks in the city centre, now a thriving focus for leisure and the arts, retain many echoes of Bristol's maritime history. Theatre, music, the fine arts and cinema are all well represented, and the neighbouring city of Bath also offers a wide range of cultural activities. Bristol is well provided with open space and parkland and is within easy reach of attractive coast and countryside, including the Cotswolds and several National Parks. The city has an international airport offering excellent links to European cities and other major destinations and offers easy rail and motorway links to London, Birmingham and the North, Oxford, Wales and the West Country.

In the March 2005 budget, the Government designated Bristol a 'Science City'. The Government considers science cities to be a valuable model for targeting investment in science and technology in cities that have particular potential to benefit from higher growth in this area. Developing science cities requires a range of complementary policies led by the region and local area to address the specific needs of research and development, to support university-business collaboration, and influence a wider spectrum of factors that contribute to the growth of knowledge-intensive industries, such as skills, transport, finance and infrastructure. By bringing these factors together in a concentrated space, science cities can attract a critical mass of innovative businesses and become drivers of regional growth. The science city status provides important opportunities for the University to engage and build beneficial partnerships with local businesses and the wider community through organisations like Business West (<http://www.businesswest.co.uk>).

### **The Faculty of Medicine and Dentistry**

The Faculty of Medicine and Dentistry has two Schools - Medicine and Dentistry - and comprises five departments: Clinical Science at North Bristol; Clinical Science at South Bristol; Community-based Medicine; Oral & Dental Science; and Social Medicine.

There are over 230 teaching staff employed within the Faculty, almost all of whom have active research interests. Many of the clinicians and scientists in the Faculty have international reputations. Overall, the Faculty teaches some 1,500 undergraduates and over 200 postgraduate research students together with over 100 on taught Masters programmes. In addition, over 500 students are studying at either postgraduate

certificate or diploma level.

The five departments have the majority of their academic units housed within the major Bristol Hospitals, the Department of Social Medicine at Canynge Hall, and the Department of Community Based Medicine centred on the Cotham House/Belgrave Road sites site. The School also has strong academic links with the other acute NHS Trusts, and Primary Care Trusts in and around Bristol. Medical students are taught in community and hospital settings as well as at the University in the basic medical sciences from the beginning of their five-year programme. Medical training of undergraduates is provided through an Academy system operated throughout the south west region.

The Faculty of Medicine and Dentistry is continuing to grow and develop as an internationally recognised centre for training and research. The main undergraduate curricula have recently been restructured and improved, and a Graduate School exists to foster postgraduate education. A Faculty Quality Assessment Team monitors teaching, and Research Directors help develop the exciting research portfolios of each of the departments.

The Faculty also provides an ideal environment for collaborative research with colleagues in the Faculty of Medical and Veterinary Sciences located in the Medical School in the centre of the University precinct, close by are various Science, Engineering, Law and Social Science departments. In addition, the Faculty hosts the MRC Health Services Research Collaboration.

The Faculty is currently undergoing a major re-organisation, in which the Departments of Community Based Medicine and of Social Medicine are to merge into the School of Social and Community Medicine. This will provide opportunities for closer relationships with a wider range of academics from a range of disciplines and with different interests.

#### **Academic Unit of Primary Health Care**

Professor Sharp, the Head of Unit, was appointed to the Chair of Primary Health Care at Bristol in 1994 and has significantly upgraded the academic standing of this discipline within the University. This has been achieved by increasing the flow of high quality research output from the Unit and a much enhanced contribution to the Medical School's demanding teaching programme.

The Unit has been very successful in obtaining high quality external research grant funding and in obtaining research fellowships from a variety of different bodies. We regularly publish papers in high impact journals. In 2006 we became a founder member of the NIHR School for Primary Care Research and NIHR (Walport) Academic Clinical Fellowship and Clinical Lecturership programmes were awarded to the Unit. In the 2008 RAE, 70% of our research submission was rated either 3\* or 4\*. We provide well-received teaching to medical students in all five years of the curriculum.

The Academic Unit of Primary Health Care currently comprises:

- Five Professors (Sharp, Peters, Salisbury, Feder, Ades)
- Five Clinical Consultant Senior Lecturers/Senior Research Fellows
- Three Non-clinical Senior Lecturers
- One Non-clinical Lecturer
- Two Clinical Lecturers/Research Fellows
- Three Senior Teaching Fellows (GPs)
- More than twenty Research Fellows/Associates/Assistants
- One GP registrar on an academic extension
- Five PhD students
- Twelve admin/secretarial staff

Community Based Medicine is centred on the Cotham House site on the edge of the main University precinct. Primary Health Care is mainly located in 25-27 Belgrave Road, the Academic Unit of Psychiatry in Cotham House; Ethics in Medicine and Centre for Child and Adolescent Health are located in Hampton House. With the creation of the new School of Social and Community Medicine the location of staff is likely to change, but the buildings to be occupied by the new School are all of high quality and reasonably close to the main campus.

### **Regional Links**

More widely, the University of the West of England contributes to the academic environment through its Faculty of Health and Social Care and its particular remit for nursing and the Professions Allied to Medicine. The two main local NHS trusts (UHB and North Bristol) are an integral part of the teaching and research effort. Positive and productive working relationships are maintained with local PCTs. The Unit is one of three academic hubs of the new PCRN-E (SW) – the other two being Exeter and Southampton. The Unit works closely with the GP School in the Severn Institute, part of the SW Postgraduate Deanery. There are also close links with the new UKCRN Topic Specific Networks – MHRN, Medicines for Children and Dementia and Neurodegenerative Disorders.

### **The University's Positive Working Environment**

The University's Positive Working Environment (PWE) agenda is an ongoing process with the aim of making working life at the University of Bristol productive, rewarding, enjoyable and healthy for all colleagues. PWE describes the things we believe are important as an employer, and a series of actions to help us deliver them. As an employee of the University, you will have access to a range of benefits which includes, amongst others:

- **For staff with families, those planning to have families, and those with other caring responsibilities**, the University Family Life group, providing a combination of information, training and support; maternity/paternity coaching service, The University's Early Years Nursery and a childcare voucher scheme;
- **Professional training and support** including an extensive programme of training & development courses, focus on work-life balance, tailored leadership and management workshops, flexible working policies, support groups such as the Women's Research Group, careers guidance and a team of International Staff Advisers;
- **For health, fitness and wellbeing**, our Staff Wellness Programme, Staff Counselling Service, Staff Club, and staff member rates for the Sports Centres and the Swimming Pool;
- **Travel to work benefits** including interest-free bicycle loans, free cycle training and priority car parking spaces for car sharers, parents and carers, and a University bus shuttle.

To find out more about PWE please visit <http://www.bristol.ac.uk/pwe/>

### **PERSON SPECIFICATION**

The qualifications, skills, knowledge and experience outlined below provide a summary of what is required to carry out this job effectively. They also form the selection criteria on which the decision on who to appoint will be made. Please ensure that you show how you meet the criteria outlined below in your application.

### Relevant Experience, Skills and Knowledge

#### Essential

- Published several papers in peer reviewed journals
- Had a role in obtaining externally funded, peer-reviewed grant income

#### Desirable

- Experience of undergraduate and/or postgraduate teaching
- Evidence of outstanding academic achievement, e.g. a first class intercalated degree, medical school prizes, distinctions in post-graduate examinations

### Relevant Qualifications

#### Essential

- Fully accredited to work as a principal in general practice
- Completed a PhD or MD in a relevant subject area
- Obtained MRCP

#### Desirable

- MSc

### Communication and Interpersonal Skills

#### Essential

- Excellent interpersonal and communication skills
- Excellent people-management skills, particularly the ability to manage research staff
- Ability to work independently and in teams
- Excellent skills in written communication

#### Desirable

Experience of managing staff on research projects

### Additional Criteria

#### Essential

- Excellent organisational skills and attention to detail
- Experience of managing own workload and to take responsibility

#### Desirable

### CAREER PATHWAY INFORMATION

As part of the process of modernising its pay and grading systems, the University has introduced career pathways for academic staff. What this means is that all members of academic staff have a clear career pathway involving a series of levels with distinct role profiles, each with its unique requirements. Each profile sets out what is expected of an academic at the particular level. The role profiles also set out a collection of competencies expected for each level.

The four academic pathways are as follows:

**Career Pathway One** - academic roles that combine teaching, research and administrative duties.

**Career Pathway Two** - academic roles focusing on research and associated administrative duties.

**Career Pathway Three** - academic roles focusing on teaching and associated administrative duties.

**Clinical Career Pathways** - Sub-sets of the other pathways covering roles that also include clinical duties.

This post is located on **Pathway One**. Role Summaries setting out what is expected of an academic at each particular profile level on pathway two can be found below. Please note that an appointment may be made at any level of the pathway.

A schematic diagram of the career pathways is also attached and further information on career pathways can be found at [www.bris.ac.uk/personnel/reward/acadpath](http://www.bris.ac.uk/personnel/reward/acadpath)

For Pathway One roles progression or promotion to the next profile level will occur having reached the relevant point on the salary scale and after the relevant competencies have been attained. All Pathway One roles at Level b or c are progressable and the individuals in these roles are expected to develop their skills, knowledge and experience in order to ultimately progress through to Level d (Senior Lecturer).

### **Role Summaries**

#### **Lecturer, Level b**

Role holders at this level typically combine teaching and research responsibilities in ways appropriate to the early stage of an academic career, but the emphasis is on building the foundations for a research career expected of an academic in a research-intensive university such as the University of Bristol. In relation to research, the emphasis will be on developing, and starting to implement, a programme of research. Role holders will be developing their competence in teaching and will undertake a limited range of teaching responsibilities. Level b lecturers will be provided with support and further training, aimed at developing their competences and ability to take on a wider range of responsibilities.

#### **Lecturer, Level c**

The level c lecturer role will typically be carried out by individuals with some experience in teaching and research, often following progression from Level b (though direct appointments to this level will sometimes be made where staff have appropriate teaching and/or research experience). At this level, role holders' contribution spans scholarship, teaching, research and related administration, though the weight allocated to each of these strands will vary from role to role and from time to time for individual role holders. They will be involved in a range of teaching activities, using a variety of approaches, on courses at undergraduate and postgraduate levels (including doctoral supervision), typically within established courses. Their research and/or scholarship, individually and/or collectively, will be published and will be advancing the state of knowledge in their particular discipline. Role holders at this level will be expected to be establishing a growing national reputation within their academic discipline.

#### **Senior Lecturer/ Reader, Level d**

The senior lecturer role typically requires extensive academic experience, which includes contributions in teaching, research and related administration. Role holders will be expected to take leading roles in developing and overseeing teaching programmes at all levels; to be leading collaborative research bids, research teams or scholastic projects (e.g. editing journals or academic books). They will have an established reputation within their academic discipline and will be producing research of national, if not international, quality. They will be making a significant leadership and/or management contribution within their department or the wider university.

The *grade* of Senior Lecturer includes those who have been granted the title of 'Reader', which indicates recognition of the special quality of an individual's research suggesting that he or she is likely to be promoted to a personal professorship. Except in so far as it reflects the quality of research, the title does not alter the parameters of the job.



## ORGANISATION CHART

## APPLICATION PROCESS

If you have received an application pack, please complete and return the enclosed application form in the envelope provided, together with a covering letter and a copy of your CV, including the details requested on the 'Information in support of your application' page of the application form.

Alternatively, you can complete the form and submit your covering letter and CV on line or download a copy of the form from our web site at [www.bristol.ac.uk/vacancies](http://www.bristol.ac.uk/vacancies). To access the on line and downloadable versions of the form simply enter the vacancy reference number in the search facility.

Please note the following:

- We will only be able to consider you for this vacancy if you complete the application process outlined above – a CV alone will not be considered.
- Only include the information requested – copies of qualification, certificates, letters of reference, journal articles and any other additional documents are not required at this stage.
- It is important that you quote the **reference number x** on the application form.
- **The closing date for applications is 9.00am,**

## SELECTION PROCESS

It is expected that interviews will be held in April 2010

## ADDITIONAL INFORMATION

All interested applicants are invited to telephone Professor Sharp on (0117) 933 13812 for an informal discussion of this opportunity.

### Teaching and Learning programme

All new teaching staff are required to attend the University's part-time Teaching and Learning Programme unless they can show *evidence* that they have completed a similar programme elsewhere. You can find further information at [www.bris.ac.uk/education/programmes/tlhe/](http://www.bris.ac.uk/education/programmes/tlhe/)

# Academic Staff Career Pathways

