



**SCHOOL OF
MEDICINE**

Appointment of

Randox Professor in Clinical Medicine

SEPTEMBER 2021



RANDOX

The post of Professor in Clinical Medicine is a joint appointment between Ulster University and the Western Health and Social Care Trust, and is generously supported by Randox.



Western Health
and Social Care Trust

To apply please click here ▶

ulster.ac.uk

Contents

Foreword from the Foundation Dean of School of Medicine	03
Vision, Values and Mission	05
A Profile of the University.....	07
Our Campuses	09
Faculty Organisational Structure	10
Western Health and Social Care Trust.....	11
Job Description	18
Personnel Specification	23
Appendices	26
Selection Process	28





Professor Louise Dubras
Foundation Dean of School
of Medicine

Foreword

from the Foundation Dean of School of Medicine

Dear Applicant

Thank you for your interest in the post of Radox Professor in Clinical Medicine at our new School of Medicine.

As Northern Ireland's civic University, Ulster is grounded in the heart of the community and strives to make a lasting contribution to society. Renowned for its world-class teaching and research, Ulster aims to transform lives, stretch minds and develop the skills required by a growing economy and health sector.

The outcomes of our research have global significance with local relevance, and contribute to the social, economic and cultural advancement of our region. Ulster University has approximately 24,000 students and 2,700 staff across four distinct campuses in Northern Ireland – Belfast, Coleraine, Jordanstown and Magee, where the School of Medicine is located.

This is an exciting time for the University as we develop our new School: our first aim is to deliver Graduate Entry Medical Education as a means of widening access to medicine in Northern Ireland, seeking to produce doctors who are locally focused, globally ambitious change agents who will work in and lead teams to improve the health of their patients and the wider community. Northern Ireland's healthcare system is desperate for more doctors: and we are excited by the prospect of contributing 70 doctors a year to the local workforce. We are also committed to improving health outcomes through our research, and this post is the first

of several Clinical Academic appointments, who will establish a clear trajectory, and inspire colleagues and our medical students to strive for academic excellence in whatever career field they select.

The creation of a new Medical School provides a unique opportunity for the successful candidate to join a committed, ambitious team of like-minded clinicians and academics, within the School, in the wider Faculty of Life and Health Sciences, and within the Western Health and Social Care Trust where the successful appointee will undertake their clinical work. We are seeking a capable team player, who is willing to explore new approaches to education, act as an inspirational role model for students and colleagues, and who is enthused by the prospect of establishing a new department. The focus of the School is excellence in education and research and, as such, will require partnership working with colleagues throughout the University, our Faculty of Life and Health Sciences, and a wide range of clinical stakeholders. The

University has a reputation for excellence in the Healthcare education it provides, and the School of Medicine is aiming to deliver the same excellence for the MBBS programme as it moves towards full accreditation by the General Medical Council. The School has also recently taken on responsibility for the University's Physician Associate programme, and is delighted with the standards achieved by the first two graduating cohorts.

If you like what you read, and recognise yourself in the job description, and are excited with the possibilities that this post offers, please do not hesitate to contact me to discuss the job further. I will look forward to sharing my own vision and enthusiasm for the University and the School of Medicine.



Professor Louise Dubras
Foundation Dean of School of Medicine

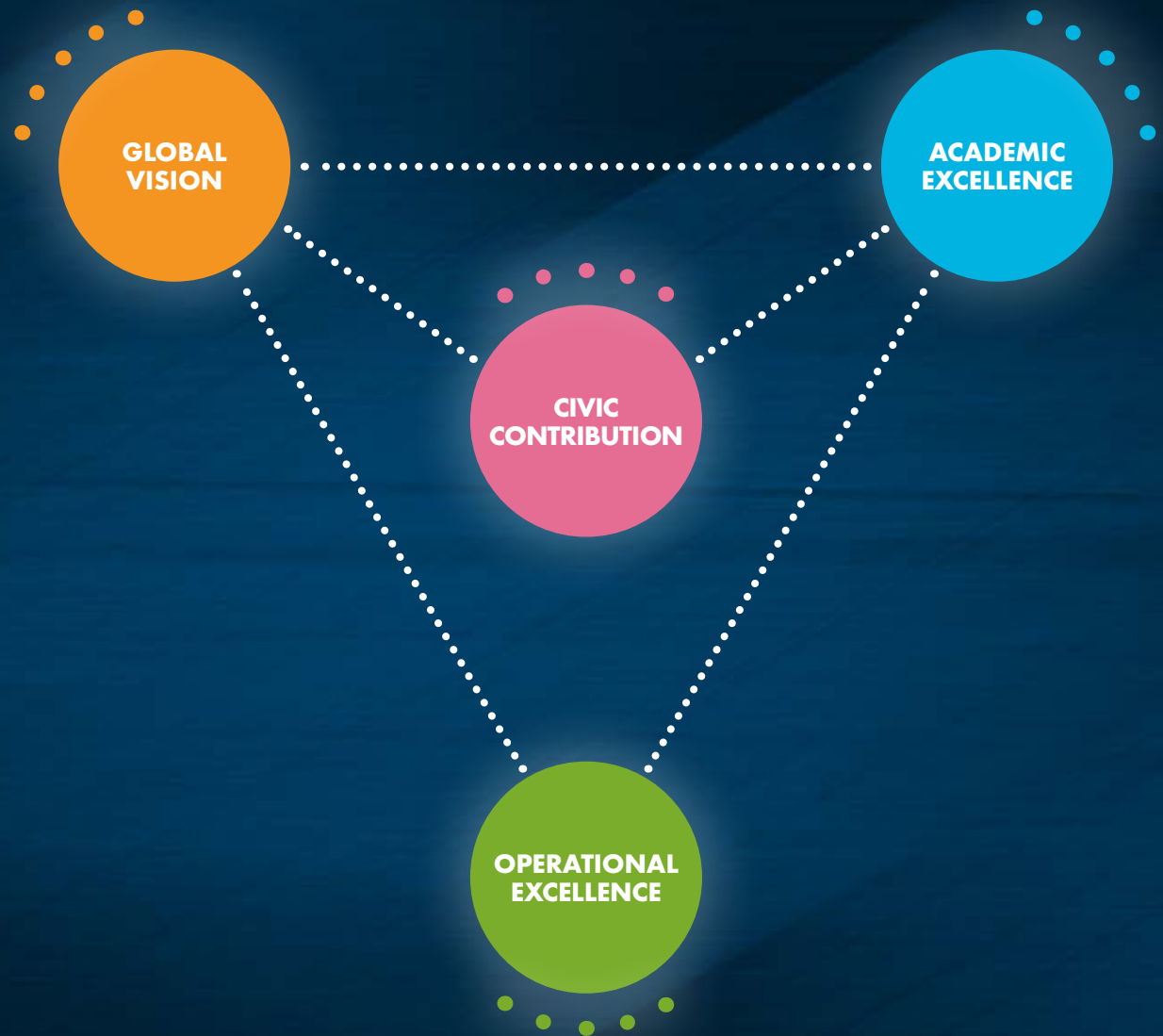


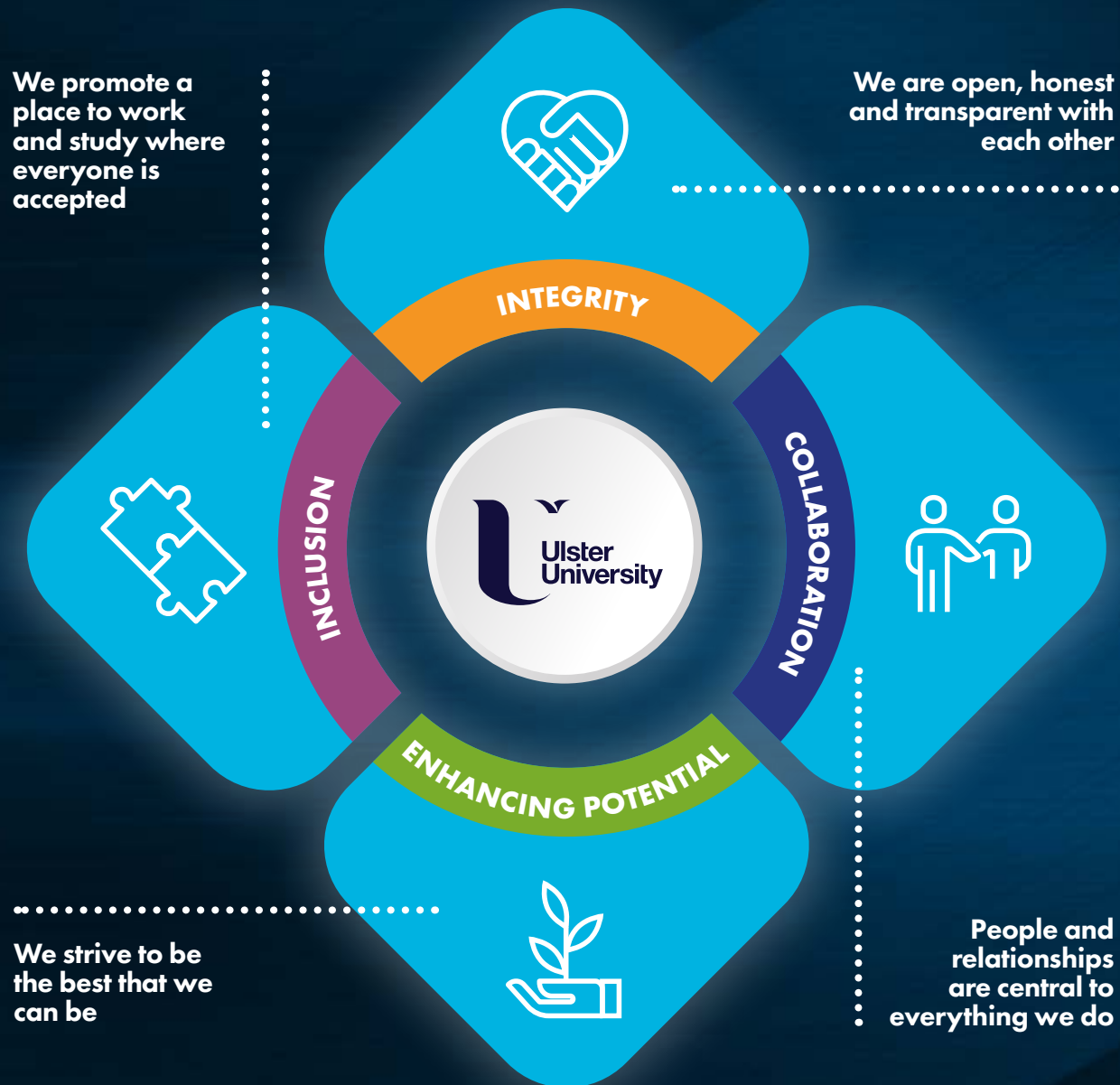
Vision, Values & Mission

VISION AND MISSION

Grounded in the heart of the community Ulster University will:

- Transform lives, stretch minds, develop skills and raise ambition;
- Deliver globally significant research with local relevance;
- Encourage a diverse university community;
- Make a lasting contribution to society as a whole.





VALUES

A values-led approach:

Each of us will have our own personal and professional values – guiding principles and beliefs that shape the way we are. In 2019, an engagement exercise was undertaken across the University to understand in more detail colleagues perceptions in respect to the Values, with a view to finding opportunities to improve them as required. This strategy recognises that there is work that we will need to do together to strive to achieve this, taking the very best elements of our long and successful culture, and looking for ways to evolve, innovate and improve.

A Profile of the University

We are a university with a national and international reputation for excellence, innovation and regional engagement, making a major contribution to the economic, social and cultural development of Northern Ireland.

As Northern Ireland's civic university, Ulster University is grounded in the heart of the community and strives to make a lasting contribution to society as a whole. Renowned for its world-class teaching, Ulster aims to transform lives, stretch minds and develop the skills required by a growing economy. The outcomes of our research have global significance with local relevance, and contribute to the social, economic and cultural betterment of our region.

Although the University can trace its roots back to the Victorian era, our sights are set firmly on the future. Our students are at the centre of everything we do, and each of our four campuses provide a wide range of undergraduate and postgraduate courses that will engage our students and give them the skills they need to carve out their careers.

This is a new era for Ulster University as we are embarking on an ambitious plan for the next five years with a strategic vision that will take us to our fiftieth anniversary in 2034. At Ulster University we want to build on our successes and leave a legacy that is strong and dynamic.



CIVIC CONTRIBUTION

At Ulster we have a strong sense of civic responsibility. As we are the only university spread across Northern Ireland, we have the opportunity to fully participate and deliver meaningful impact across the wider community. We support our students and give them the necessary skills so they can build a better future for those around them.

ACADEMIC EXCELLENCE

Our University has an outstanding reputation for teaching and a strong track record in research and innovation, addressing real-world issues of both regional and global relevance. According to the 2014 Research Excellence Framework, Ulster University was judged as being in the top 25% of UK universities for world-leading research based on research power, and 72% of our research activity is judged to be world-leading and internationally excellent. The Faculty of Life and Health Sciences comprises a vibrant research community working across a wide range of disciplines including Biomedical Sciences, Geography and Environmental Sciences, Nursing and Health Research, Psychology, and Sport and Exercise Sciences. Several of our research units of assessment are in the top 5 for world-leading research outputs and in the top 10 for research power and environment (REF2014). The School of Medicine will build upon our well-established reputation in research and focus on key priority themes in: Diabetes, Cardiovascular and Metabolic Medicine; Personalized Medicine

and Clinical Diagnostics; Population and Public Health Sciences; and Medical and Health Professions Education.

Academic excellence permeates every aspect of our endeavours: our teaching is consistently rated as excellent in the NSS, and the University was number two in the UK in the PTES in 2021. Our teaching facilities throughout the University and particularly at the Magee campus are world-class, creating an educational experience which develops skills, raises ambitions and prepares future leaders.

GLOBAL VISION

We work with universities around the world to deliver ground breaking research that is world leading, globally relevant and can help future generations. At Ulster University we are proud of our multi-cultural community, we have many international students and staff, and promote a strong, internationally-relevant curriculum.

OPERATIONAL EXCELLENCE

Throughout our campuses we have a vibrant community of staff members, all talented and skilled individuals, who inspire our students and prepare them for life after university. We encourage integrity and diversity allowing our University to reflect the makeup of the global society we serve.



PEOPLE AND CULTURE

We want to create an environment where we achieve excellence by working together and help make Ulster University an Employer of Choice.

The People and Culture Strategy aspires to be the difference that makes the difference; creating the conditions, frameworks and approaches to enable our people to achieve and exceed both in their own career aspirations and the University's ambitions.

We will achieve this by building a culture in which we can all flourish, and where brave thinking and values-led behaviour is encouraged and modelled by leaders and colleagues alike.

Resulting in a university fit for purpose and in which we are all proud to work and study.

Our campuses

We are one University with four distinct campuses across Northern Ireland – Belfast, Coleraine, Jordanstown and Magee. Courses are also delivered at our branch campuses in London and Birmingham.

With approximately 24,000 students across four campuses, Ulster University is uniquely placed to engage local communities, support expansion of the knowledge based economy and contribute to the economic, social and cultural development of Northern Ireland.

While each campus differs in size and has its own distinctive atmosphere, wherever you study or work with us, you will experience Ulster's unique character.

MAGEE CAMPUS

In a city renowned for its cultural heritage and high-tech spirit, our campus is a hub for the thriving creative and technology industries and careers of the future, and combines an iconic historic estate with modern, progressive learning and research spaces.

A recent philanthropic donation of £5million in data analytics research places both campus and city at the forefront of this progressive field. The £1.3million refurbishment of computing and engineering on campus includes the Cognitive Analytics Robotics Laboratory and a new virtual reality suite.

Ulster University's school of nursing at Magee is the number one school of nursing on the Island of Ireland. The multi award-winning school was recently ranked 6th in the UK and among the top 50 in the world, the campus already boasts an international reputation for excellence in life sciences teaching and research.

Following a £1 million refurbishment, the School of Medicine boasts high-tech, high-spec facilities which will enable School staff to nurture Northern Ireland's future doctors in the heart of the communities they will serve. A further £1.2million in funding for medical education and

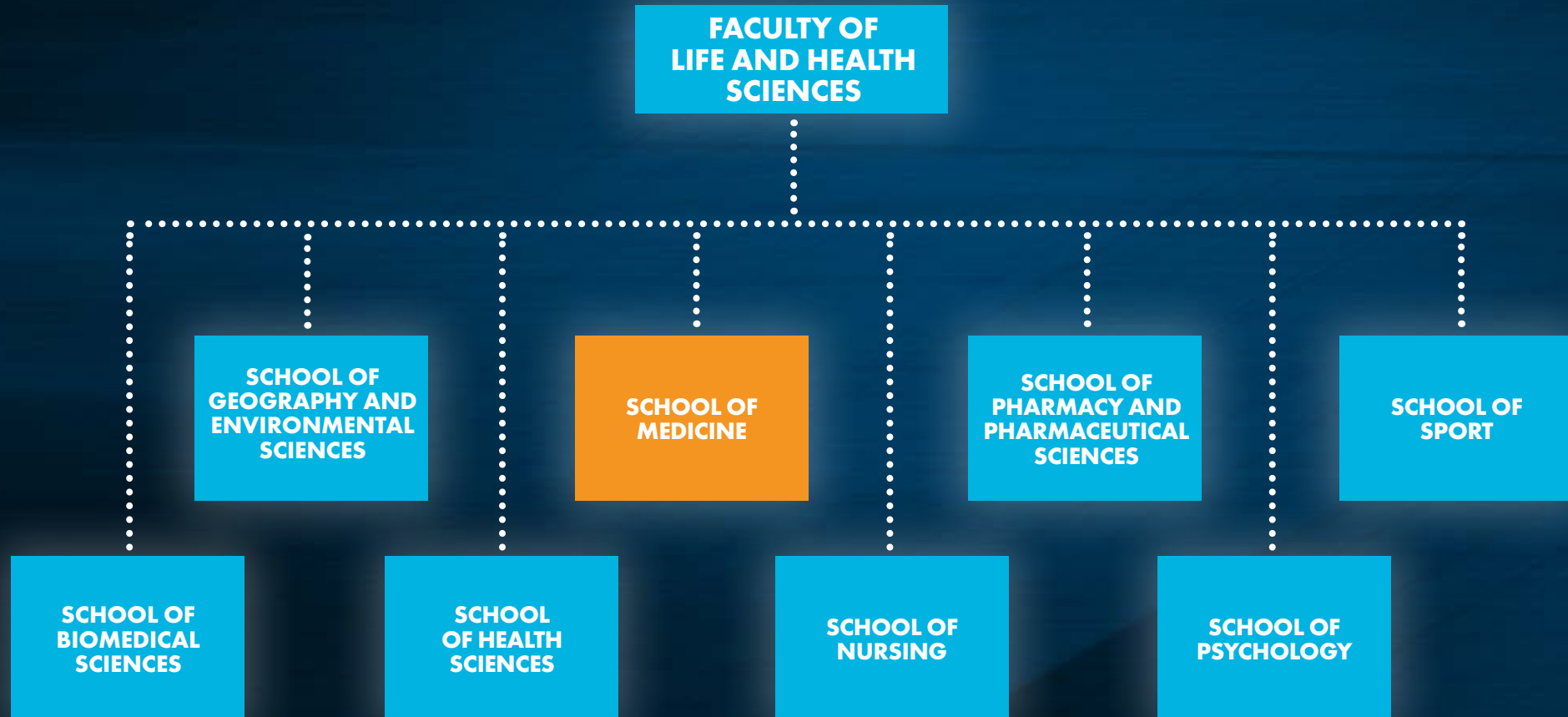
research donated by Randox Laboratories Ltd has led to the creation of this Professor in Clinical Medicine role, to be titled; the Randox Professor in Clinical Medicine

Our state-of-the-art £11 million teaching block at the heart of the campus signals our ambition for higher education in the city, already enhancing campus life and paving the way for enhanced future capacity at Magee.

The NI Executive approval for the School of Medicine at Magee has been hailed as a game changer for the North West, as it will attract graduates to study, work and live in the area and will train new doctors to address the ongoing medical work-force shortage in Northern Ireland.



Faculty of Life and Health Sciences Organisational Structure



WHSCT

Background Information

 Western Health and Social Care Trust

OVERVIEW OF THE TRUST

The Western Health and Social Care Trust was established on 1 April 2007. The Trust provides health and social care services across the council areas of Derry City and Strabane District Council, Fermanagh and Omagh District Council and Limavady, in the Causeway Coast and Glens Borough Council. Services are provided from a number of hospitals and community facilities (130 different facilities across the Trust area), and people's own homes across a mix of urban and rural communities.

The Western Health and Social Care Trust has an annual budget of approximately £592m and employs almost 12,500 staff.

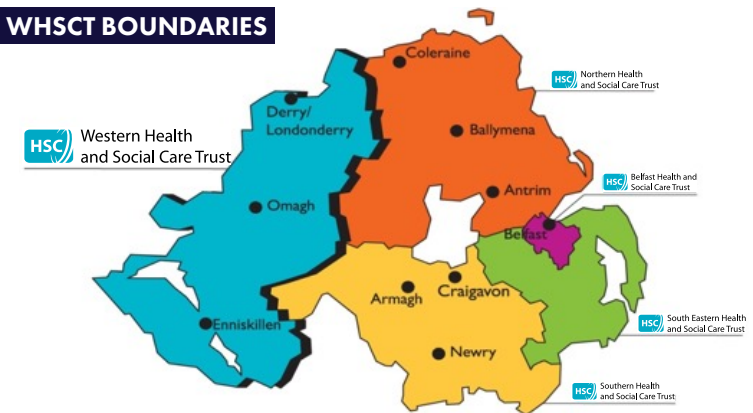
GEOGRAPHY

The Trust's catchment area extends over 4,842km² and serves a population of approximately 300,000. This, alongside high levels of multiple deprivation and related health inequalities in some areas of the Trust's geography, creates significant challenges for service delivery for the Trust as a health and social care provider.

DEMOGRAPHIC FACTORS

The estimated population of the Western Health and Social Care Trust is 300,000, which represents 16% of the overall population of Northern Ireland. In common with the rest of Northern Ireland, the Trust has a growing ageing population. There are currently over 44,000 older people living within the Western Trust area, which is 14% of the Trust's population, compared to the overall Northern Ireland percentage of 16%. 17% of Northern Ireland's children (aged 0-15 years) are living in the Western Trust area. This is lower than the Northern Ireland average of 21%.

WHSCT BOUNDARIES



WHSCT

Our Aim, Shared Purpose and Values



OUR AIM

The Western Trust aims to:

“Provide high quality patient and client focused health and social care services through well trained staff with high morale”.

The Trust is committed to improvement by having 4 key strategic aims:

- **Great Start In Life**
- **Live Well With Long Term Conditions**
- **Great Place To Grow Old**
- **Great Place To Work**

OUR SHARED PURPOSE

- We will deliver best options
- People will experience safe, compassionate and high quality care
- Collaboration will be how we work
- People will be proud to work for us
- We will be a learning organisation

OUR VALUES

- **Working Together** – we work together for the best outcome for people we care for and support.
- **Excellence** – we commit to being the best we can be in our work, aiming to improve and develop services to achieve positive changes.
- **Compassion** – we are sensitive, caring, respectful and understanding towards those we care for and support and our colleagues.
- **Openness and Honesty** – we are open and honest with each other and act with integrity and candour.

WHSCT

Our Services

The Trust provides a range of services – acute hospital services, mental health, learning disability and physical disability services, social care and primary and community care services. The vast majority of services are provided in community-based settings with access to specialist in-patient services available from a number of hospitals.



ACUTE SERVICES

Altnagelvin

Altnagelvin Area Hospital is located on the outskirts of Londonderry. It is the main teaching hospital in the North West. It is the largest Acute Hospital outside the Greater Belfast area and has arguably the widest range of specialities of any hospital in Northern Ireland. Altnagelvin is also a Cancer Centre and many of its specialities are area-wide services provided across Trusts or cross border.

South West Acute Hospital (SWAH)

South West Acute Hospital opened in June 2012 and is a modern, 100% single-room ensuite accommodation facility, which provides a wide range of major acute hospital services to patients from Fermanagh and Tyrone and beyond.



Omagh Hospital and Primary Care Complex

Omagh Hospital and Primary Care Complex covers a range of key primary, secondary and community healthcare services for the people of Omagh and the surrounding district. The new hospital provides 40 intermediate care beds and includes a range of services such as reablement, palliative care, renal dialysis, a Health and Care Centre and an Urgent Care and Treatment Centre. It also provides advanced diagnostic services, together with 3-day surgery operating theatres and 22 recovery beds.



MENTAL HEALTH AND DISABILITY SERVICES

Mental Health Services aim to provide safe, effective and responsive services as close as possible to the persons own home/community. The cornerstone of this provision promotes a social inclusion and recovery model of care.

Mental Health Services have committed to providing care based on a whole system approach encompassing functionalized teams such as primary care liaison, recovery, psychological therapies and specialist intervention teams, which include addictions, forensics and eating disorders. The future of acute mental health services will be a high quality Crisis Response and Home Treatment (CRHT) service made up of 3 aspects, acute psychiatric inpatient with psychiatric intensive care, acute day care and fidelity model home treatment.

Grangewood

Grangewood is a modern, inpatient mental health unit, with 30 General Psychiatry ensuite facilities, 40 Psychogeriatric and 14 Continuing Care. It also offers a fully operational Day Care facility, providing therapeutic activities and assessment. The Crisis Unit provides inpatient Acute Mental Health care and a liaison service is provided by Grangewood to Altnagelvin Area Hospital.

Tyrone and Fermanagh Hospital

Tyrone and Fermanagh Hospital provides high quality care and support to the local population. It is a multi-facility, 71-bedded Psychiatric hospital with 26 acute Psychiatric admission beds, an 18-bedded challenging behaviour unit for under 65s, 20 beds for the provision of elderly mentally ill and dementia services and 7 beds for addiction services. There are plans to replace this facility with a new hospital for the provision of modern mental health acute care.

Disability Services

Adult learning disability provides care and support for young people, adults and older people with a range of learning disability needs. Their needs can range from mild, moderate or severe.

Children with learning disability will transfer to the adult programme at 18 years of age. The budget profile for this area is £32m with almost a 50/50 split on pay and contracted out provision across a range of service areas.

The services provided include the following:

- Lakeview Hospital – 10 bed assessment and treatment Unit
- 4 Community Social Work Teams
- Forensic Social Work Team
- Community Learning Disability Nursing



- Day care and Day Opportunities (both statutory and independent sector)
- Provision of short breaks
- Adult Placement Agency
- Carer Support
- Accommodation provision via Residential, Nursing and Supported living
- Domiciliary Care
- Self Directed Support
- Adult Physical, Sensory & ASD Services

A comprehensive range of Physical Disability, Sensory and ASD Services are provided across the Western Trust including

- Inpatient facilities at Spruce House, a consultant lead service, delivered in a purpose built rehabilitation unit for those with neuro-disabilities.
- Acquired Brain Injury (ABI)
- Day Care/Day Opportunities and respite services
- Sensory Disability Service
- Specialist Adult ASD assessment, diagnosis and intervention services

PRIMARY CARE AND OLDER PEOPLE'S SERVICES

Primary Care and Older People's (PCOP) services provides primary community based services for the whole population across the Trust's geography. Those services are delivered through integrated care teams arranged around GP practices and localities.

The aim is to provide care at home or close to home, where possible, in partnership with patients/clients, families, communities, primary care colleagues and the independent sector. Reablement, dementia and Elderly Mentally Ill (EMI) beds are provided from Waterside Hospital, a 68-bedded unit.

Services are provided in the community for ages 19+.

Key components to support integrated care teams are Domiciliary Care, Residential Homes and Day Care facilities in addition to a range of specialist staff and services that support care in the community.

PCOP lead responsibility for Palliative Care Services, Carers Support, Volunteering and Chaplaincy.



SOCIAL SERVICES

Social Work in the Western Health and Social Care Trust is embedded into all of the service Directorates and is led by an Executive Director. The profession is regulated by the Northern Ireland Social Care Council and its primary focus is Improving and safeguarding the social wellbeing of individuals, families and communities by promoting their independence, supporting their social inclusion and participation in society. There is over 600 Social Workers in the

Western Trust empowering individuals and families to take control of their lives and helping many others to keep safe. The fundamental ethos is one of nurturing family support and building resilient communities. Social Work is at the heart of all service delivery in the Western Trust from supporting the 600 children and young people, for whom we are the Corporate parent, to ensuring that Self Directed support is available to embed personalisation into adult services.

CO-OPERATION AND WORKING TOGETHER (CAWT)

The Trust works as part of Co-operation and Working Together (CAWT), the cross border health and social care partnership, comprising the Health Service Executive in the Republic of Ireland and the Southern and Western Health & Social Care Trusts, Health and Social Care Board and Public Health Agency in Northern Ireland, on the development of five strategic cross border projects in the areas of Acute Services, Population Health, Children's Services, Disability Services and Mental Health Services.

PATHFINDER

The Pathfinder Project is being undertaken by the Western Trust to take a detailed focussed look at Health and Social Care Services provision in Fermanagh and West Tyrone. This includes looking at the population's needs, creating ways to improve what we do, looking at ways to anticipate care better, ways we can improve access to diagnostics and treatment, looking at post-acute Health & Social Care, best practice in recruiting and retaining an appropriate workforce and ultimately providing the delivery of affordable Health and Social Care services for the area.

Full details on the project are available at www.westerntrust.hscni.net/pathfinder



WORKING TOGETHER, DELIVERING VALUE

On 1 April 2019 the Trust embarked on a 3-year recovery plan to stabilise the Trust's financial position.

The "Delivering Value" financial recovery has been identified by the Trust's Chief Executive as one of the 3 strategic priorities for the Trust. It will sit alongside the delivery of the HSC Transformation programme and the Pathfinder project. It is intended that these 3 strategic priorities have an aligned purpose and are mutually

supportive to one another, allowing efficient and best use of skills and resources while changing the face of service provision into the longer term.

The new Corporate Plan will be prepared around these priorities, and they will align to the delivery of the Trust's 4 core Themes, **Great Place to Work... Start Life... Live Well, and... Grow Older.**



RESEARCH, STUDY AND TRAINING

The Trust is committed to training and education for medical students and postgraduate doctors. The Director of Medical Education chairs a Medical Education & Training Committee and is supported by a comprehensive infrastructure. There is a Postgraduate Medical Education Centre attached to the hospital, and a staffed Multi-Disciplinary Library with comprehensive information services to support clinical practice, teaching, learning and research.

Full participation in CME activities is encouraged, with study leave being granted whenever possible.

The Trust has an Academic Business and Clinical Research Innovation Facility on the grounds of Altnagelvin Hospital. The new state of the art facility is the first of its kind in Northern Ireland and ensures that the Trust has dedicated space devoted to clinical research.

LIBRARY FACILITIES

The MDEC Library is part of the N.I. Health and Social Services Library system. It is located in the Multi-disciplinary Education Centre on the Altnagelvin Area Hospital site. The MDEC Library provides a wide range of print and electronic material in the areas of medicine, dentistry, nursing, allied health and social work.

Job Description

JOB TITLE:

Radox Professor in Clinical Medicine

REPORTS TO:

Foundation Dean of School
of Medicine at UU
Clinical Lead in WHSCT

LOCATION:

Magee campus/
Altnagelvin Area Hospital

JOB PURPOSE

To lead and develop research, and education, within the new School of Medicine, with a focus on the process of personalised medicine, clinical diagnostics and decision making within the appointee's area of clinical medicine. The appointee will undertake research in line with the Faculty's research strategy, in particular the activity planned through the development of THRIVE at the University, also aligning with clinical research undertaken in the Western Health and Social Care Trust.

With the new School of Medicine focused on the education of Northern Ireland's future doctors, the post holder will provide leadership and teaching for hospital-based education in Medicine, and act as an inspirational role model for medical students. It is also anticipated that the post holder will contribute to other aspects of the MBBS programme.

The appointee will be expected to undertake clinical work within the Western Health and Social Care Trust, appropriate to their speciality training.

The workload will be in keeping with RCP specialty specific guidance and commensurate with that of similar consultant roles within the Trust and will be proportionate to the number of clinical PAs in the Job Plan. On offer of appointment further clarification on anticipated clinical workload as well as the support structure within the Trust will be provided to the applicant to inform decision making.

To enable delivery of their clinical work, secretarial support will be provided to the post holder and the post holder will be supplied with an adequately equipped office including IT facilities.

The post holder will be subject to the Consultant Terms and Conditions of Service (Northern Ireland).

MAIN ROLES AND RESPONSIBILITIES

RESEARCH

1. Develop research activities by sustaining a personal research plan in the agreed areas of personalised/precision medicine diagnostics and to continue to develop a record of high quality research in personalised/precision medicine related outputs that are at an international level of excellence.
2. Secure significant external funding as a principal investigator from nationally and/or internationally competitive sources to develop and support the research programme.
3. Develop and strengthen links with relevant industry partners, such as Radox and external bodies to enhance diagnostics in the region, encourage technology transfer activities, and create opportunities for future research projects.
4. Act as a champion to promote the adoption and integration of personalised/precision medicine into patients care pathways and collaborate with others within the University and Trust to develop a strong research programme in this area.
5. Supervise PhD and MD students, including clinical research fellows, and engage clinical trainees in relevant research and training programmes.

EDUCATION

1. Provide teaching and act as an internal examiner in undergraduate and postgraduate programmes of the School and Faculty as appropriate.
2. Contribute to the design, review and delivery of innovative high-quality teaching programmes within the School and Faculty.
3. Contribute to the development and running of the School of Medicine by taking on appropriate co-ordinating roles e.g., Advisor of Studies, Module/Year/Programme Co-Ordinator.
4. Participate in and develop networks, for example to identify sources of funding, contribute to student recruitment, act as website editor, secure student placements, market the institution, facilitate outreach work, generate income, obtain consultancy projects, or build relationships for future activities.
5. Contribute to the University's and School's outreach strategy by designing or delivering. Community outreach programmes and developing external links with local community groups, industries etc.
6. Undertake administrative duties within the University/WHSCCT commensurate with role commitments.
7. Act as mentor or appraiser to University and clinical colleagues advising on their personal development and ensuring that they are meeting the standards required.
8. Provide pastoral care for students within their supervision to ensure, as far as practicable, that relevant issues are dealt with in a timely, sympathetic and effective manner.
9. Serve, as appropriate, on University/Trust committees.

CLINICAL

1. Deliver direct patient care that is guideline driven appropriate to their specialty in line with business need and agreed clinical Programmed Activities.
2. Assume a continuous commitment for the care of patients, and ensure that adequate arrangements are made for leave and off-duty periods.
3. Contribute to multi-disciplinary teams and lead the coordination of care for patients within area of speciality.
4. Develop and maintain good working relationships with medical, nursing and managerial colleagues to ensure high performance in areas including: Clinical efficiency, Quality of Outcomes and Financial Management.
5. Participate in Trust/HSC clinical audit/quality improvement activity, incident reporting and analysis and ensure resulting actions are implemented.
6. Review clinical outcomes in designated areas using external benchmarking data where appropriate, to identify and advise variances to the relevant Clinical Lead.
7. Work closely with the Directorate, Patient and Public Involvement panels in relation to clinical and service developments as required and together with clinical

colleagues help with the development of relevant clinical services within the WHSCT and any future developments which emerge from the Department of Health (NI).

8. Participate in annual appraisal and maintain a programme of continuous professional development and revalidation of registration as required by external agencies and to comply with the WHSCT clinical governance procedures.
9. Ensure clinical guidelines and protocols are adhered to by junior medical staff through training and encourage junior staff to maintain updated log on a regular basis.
10. Be a role model for good practice for infection control and antibiotic stewardship.

PLANNING AND RESOURCING

1. Be involved in strategic planning for the Trust/School and contribute to the Trust/University's strategic planning process as required.
2. Plan, organise and deliver research, teaching, clinical service, consultancy etc and ensure that resources are available to support these.
3. Contribute to the management of quality, audit and other external assessments.

RESOURCE MANAGEMENT

1. Provide academic leadership to those working within programme areas, as course leader or equivalent, by for example co-ordinating the work of others to ensure that courses are delivered effectively or organising the work of a team by agreeing objectives and work plans.
2. Develop and manage staff and resources, in support of research, teaching, clinical or outreach activities.
3. Contribute along with colleagues to the overall management of the School and clinical service in areas such as academic/business planning, resource and budget planning.

GENERAL RESPONSIBILITIES

CONDUCT

Professional staff are expected to follow the code of conduct for their own professions as well as the Codes of Conduct of their employer. These set out the standards of conduct expected of all staff.

Staff must at all times abide by relevant policies and procedures and the terms of their contract of employment. They must conduct themselves with impartiality, integrity, objectivity and honesty and maintain high standards of personal and professional accountability.

RISK MANAGEMENT

The post holder must ensure that they comply with any risk management responsibilities specific to their post.

RECORDS MANAGEMENT

All employees are legally responsible for all records held, created or used as part of their employment including patient/client, student, corporate and administrative records whether paper based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exceptions, under Freedom of Information Act 2000, the Environmental Information Regulations 2004 and Data Protection legislation. Employees are required to be conversant with policy and procedures relating to records management and to seek advice if in doubt.

CONFIDENTIALITY

All information concerning patients, students and staff must be held in the strictest confidence and may not be divulged to any unauthorized person.

EQUALITY AND HUMAN RIGHTS

Employees must ensure that equality and human rights issues are addressed within the post holder's area of responsibility in accordance with the Equality Scheme.

HEALTH AND SAFETY

Staff should note that under Health & Safety at Work Legislation they are required to take all reasonable steps while at work to ensure their own health and safety and the health and safety of those who may be affected by their acts or omissions at work.

INFECTION PREVENTION AND CONTROL

The post holder is required to comply with all extant infection prevention policies, guidelines, protocols and procedures.

MENTORING

The Western Health and Social Care Trust supports schemes for mentoring of newly-appointed consultants and a mentoring programme will be offered to the successful candidate.

WE ARE AN EQUAL OPPORTUNITIES EMPLOYER

The duties and responsibilities outlined in the above job description are not intended to be definitive nor restrictive, and may be amended to meet the changing needs of the service.

Informal enquiries regarding the post may be made by contacting Professor Louise Dubras by telephone on +44 (0)28 71675112 or by email to l.dubras@ulster.ac.uk.

The University is committed to developing all employees and operates a Developmental Appraisal Review (DAR) which is mandatory. You will be required to meet with your manager at least once every two years as part of the DAR process. If you have line management responsibility for other staff you will be required to conduct a DAR meeting with your staff at least once every two years.

All staff in the University have a responsibility to comply with the University's Equal Opportunities Policy and Health and Safety Policy. Line Managers have particular responsibility for ensuring compliance with these Policies within their own area.

Remuneration

Salary:

Clinical Consultant M400 scale

Pension:

Successful candidates will be eligible to join the USS pension scheme or may be eligible to join the National Health Service / Health & Social Care pension scheme (known as HSC).

Benefits of working at Ulster

[ulster.ac.uk/
peopleandculture/employee-
benefits](http://ulster.ac.uk/peopleandculture/employee-benefits)

Personnel Specification

Radox Professor in Clinical Medicine

Selection Criteria			Evaluation Method		Supplementary Criteria
			Application	Interview	
Educational and Professional Qualifications	Essential	Primary Medical Degree. Higher degree (PhD, MD or equivalent). Full Registration with the GMC, or eligible for full registration (in case of international applicants). Inclusion on the relevant Specialist Register or eligible for inclusion within six months of the interview date. Post registration qualification (Membership of relevant Royal College or equivalent by examination).	✓ ✓ ✓ ✓ ✓		
	Desirable	Completion of a PGCHET (or equivalent) or membership of the Higher Education Academy or Academy of Medical Educators membership.	✓		✓
Previous Experience/Training	Essential	Relevant experience of teaching students and in the supervision of students at undergraduate and/or postgraduate level. Clinical experience in a relevant medical speciality and evidence of progression appropriate to career stage. Experience in the management of clinical service in the relevant speciality.	✓ ✓ ✓		
Job Related Achievements	Essential	An interest in curriculum development and in enhancing the quality of teaching and learning. Evidence of having contributed to a range of administrative tasks in the clinical and/or academic setting. Ability to provide effective leadership for groups and activities with substantial impact on finance and other resources and/or the reputation of the University. Evidence of ability to negotiate contracts independently or as a leader of a section in major projects.	✓ ✓	 ✓ ✓	
	Desirable	Evidence of innovation in clinical care or health service development.		✓	

Selection Criteria			Evaluation Method		Supplementary Criteria
			Application	Interview	
Interpersonal Skills	Essential	<p>Excellent skills in managing, motivating and mentoring others, evidenced by the development and leadership of a range of effective educational teams.</p> <p>Excellent oral and written communication skills with the ability to communicate complex information clearly, provide clear and constructive feedback, advice and support to students and colleagues.</p> <p>Track record of commitment and enthusiasm for working collaboratively both internally and externally with industry/community organisations/other institutions and clinical practice, to advance the teaching and research priorities of the School and clinical service.</p>		<p>✓</p> <p>✓</p> <p>✓</p>	
	Desirable	Evidence of clinical/academic leadership including managing professional teams, leading initiatives, chairing/participation in committees, contributing to strategy, participating and managing relevant aspects of clinical governance, audit and standards of care.		✓	
Research and Analogous Activities	Essential	<p>Record of successfully obtaining significant research funding or other resources to underpin research, as appropriate to the discipline, through peer-reviewed processes.</p> <p>Record of quality publications at an international level of excellence in internationally recognised journals and which complements the research priorities of Ulster University.</p>	<p>✓</p> <p>✓</p>		
	Desirable	<p>Evidence of developing research methodologies, models, approaches and techniques.</p> <p>Experience of supervising research activities of Postgraduate Students, Post-Doctoral Researchers or Clinical Research Fellows.</p>	✓	✓	✓

Selection Criteria			Evaluation Method		Supplementary Criteria
			Application	Interview	
Presentation Skills	Essential	Ability to present complex material clearly and coherently on a given topic, using appropriate media and tailoring the presentation to the relevant audience. Experience of presenting at national and international meetings and conferences.		✓ ✓	
Other Factors	Essential	Ability and willingness to meet travel requirements of the post, to work over three semesters and to be available outside normal working hours. Experience of using a Virtual Learning Environment (VLE) and intranet systems. This position is exempted from the Rehabilitation of Offenders (Exceptions) Order (Northern Ireland) 1979 and any applicant who is offered employment will be subject to an Enhanced Disclosure Check/ Criminal Records Bureau Check.	✓ ✓		

The University will conduct a shortlisting exercise based on the written information you have provided. The initial shortlisting exercise will be based on the identified criteria from the personnel specification. The University reserves the right to supplement these shortlisting criteria using additional essential and/or desirable criteria from the personnel specification at subsequent stages of the shortlisting process.

PRESENTATION/TASK

As part of the selection process applicants will be required to deliver a presentation to the selection panel on a topic to be advised in advance.

Immigration, Asylum and Nationality Act 2006

The University is legally required to confirm that all new appointees are eligible to work in the UK. If you are offered an appointment and prior to taking up the post offered at Ulster you must confirm your eligibility to work within the UK.

You must also attend a 'New Start' session and produce relevant original documents in order to confirm your identity and entitlement to work in the UK prior to taking up an offered post.

It is our policy not to accept CVs as an alternative to completing the University's application form. The application form can be completed on-line at www.ulster.ac.uk or alternatively you can apply in hard copy.

Appendix 1

MEDICAL STAFFING

Altnagelvin Area Hospital provides a wide range of specialist services supported by :

Consultant Physicians	Area of Special Interest
Dr P McGlinchey Dr S Hughes Dr A Peace Dr A Ramsewak Dr J Shand Dr D Sharma Dr M McGowan	Cardiology
Dr S McDonald Dr W Yau	Rheumatology & Medicine
Dr D Armstrong	Rheumatology & Osteoporosis
Dr B Callaghan Dr C Ferguson Dr A Beharry Dr J McGoran	Gastroenterolog
Dr R Sharkey (Lead Clinician) Dr M Kelly Dr C King Dr M McCloskey	Respiratory
Dr N Black (Assistant Director of Acute Services) Dr A Thiraviaraj Dr I Virtej	Endocrinology & Diabetes

Dr A Hameed Dr T Martin Dr E Teague (Acting Consultant) Dr M Rodgers (Acting Consultant)	Acute Medicine
Dr R Healy Dr S Todd Dr D Dunne	Care of the Elderly
Dr G Shivashankar Dr Y Kuan (Lead Clinician) Dr F McCarroll Dr S Prabhavalkar Dr C. Moran Dr O. McCloskey	Nephrology
Dr F McNicholl Dr P Elder Dr C McConville	Haematology
Dr B Lavery(Lead Clinician EM and Acute Medicine) Dr P Baylis Dr G O'Neill Dr A Banerjee Dr G Hooper Dr S Clenaghan Dr S Nelson (Acting Consultant) Dr R Smyth Dr J Devlin (Acting Consultant)	Emergency Medicine
Dr M McCarron Dr C Donaghy Dr F McVerry	Neurology
Consultant Physicians	Area of Special Interest
Dr S Graber	Emergency Medicine
Consultant Physicians	Area of Special Interest
Dr R Friel Dr J Henderson	Rheumatology

Appendix 2

SAMPLE JOB PLAN

The successful applicant will have clinical sessions appropriate to the specialty and as agreed on appointment in the integrated annual job plan.

This post will comprise 10 programmed activities, of which 5 will be NHS PAs and 5 will be funded from by UU. Clinical PAs will include a maximum of 3.75 DCC and 1.25 SPA. The academic PAs will also include 0.75 SPA. The DCCs will be made up of a combination of out-patient clinics, ward work, on-call and speciality practice, as appropriate. The exact timings within the week will be determined in line with the successful candidate's research and teaching areas.

Suitable office space and facilities with IT access will be made available at both the Western HSC Trust and University sites as required. The consultant will have appropriate secretarial support.

The job plan is subject to review after 3 months for new appointments and at least once a year by the post holder, Universities line manager and Clinical Director before being approved by the Service Chair of Division.

Day	Time	Work Activity	Location	PAs: DCC	PAs: SPA	PAs: University
Monday	0830-0900	Departmental Meeting	WH SCT	0.125		
	0900-1030	Consultant Team Meeting	WH SCT	0.375		
	1030-1200	Ward Round	WH SCT	0.375		
	1200-1230	MDT Meeting	WH SCT	0.125		
	1230-1330	Core SPA	WH SCT		0.25	
	1330-1730	University Academic Time	UU			1.00
Tuesday	0900-1600	University Academic Time	UU			1.75
Wednesday	0800-0900	Ward Work	WH SCT	0.25		
	0900-1230	OPC	WH SCT	0.875		
	1230-1330	Core SPA	WH SCT		0.25	
	1330-1630	University SPA	UU		0.75	
	1630-1730	Clinical Admin	WH SCT	0.25		
Thursday	0800-0900	Departmental Meeting	WH SCT	0.25		
	0900-1000	MDT Meeting	WH SCT	0.25		
	1000-1600	University Academic Time	UU			1.5
Friday	0900-1230	OPC	WH SCT	0.875		
	1230-1330	Core SPA	WH SCT		0.25	
Flexible		Core SPA	WH SCT		0.5	
TOTAL				3.75	2.0	4.25

All of your prospective emergency on-call work and the availability for on-call to be agreed.

Selection Process

Application is by submission of completed application form by the closing date of 5pm on Monday 18 October 2021.

Shortlisted candidates will be invited to interview.

In the event of an excessive number of applicants Ulster University reserves the right to move to apply desirable criteria.

APPROXIMATE DATES FOR DELIVERY OF ASSIGNMENT

Closing date: Monday 18 October 2021 at 5pm
Short-listing: w/c 25 October 2021
Interview date: Wednesday 1 December 2021

RANDOX

The post of Professor in Clinical Medicine is a joint appointment between Ulster University and the Western Health and Social Care Trust, and is generously supported by Randox.

FURTHER INFORMATION/QUERIES

Should you have any queries relating to any aspect of this appointment process or the content of this document, or wish to have an informal discussion please contact Professor Louise Dubras by telephone on +44 (0)28 7167 5112 or email to l.dubras@ulster.ac.uk

[To apply please click here ▶](#)

Late applications will not be accepted.

 Western Health
and Social Care Trust



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