



**Job Title:** Associate Professor (Clinical) Gastroenterology/Honorary Consultant

**Salary:** Clinical at Consultant

**Department:** Health Sciences, or Leicester Cancer Research Centre

**Hours/Contract:** Full-time, Permanent

**Job Family:** Teaching and Research

**Reference:** 4051

## Role Purpose

As a high calibre clinician/ scientist (Gastroenterology) with a research profile of well-established national/international standing, you will be expected to be a significant research income generator and supervise a team of clinical and non-clinical postgraduate and undergraduate researchers. You will provide a leadership role in line with the College's learning and teaching and research strategies. You will be based in either Department of Health Sciences (SAPPHIRE group) or the Leicester Cancer Research Centre, dependent upon your research interests and area of expertise.

You will spend 50% of your time as part of the Gastroenterology team at Kettering General Hospital, where you will contribute to direct clinical service delivery, teaching, governance and service development, playing a prominent role in shaping and developing the future of these services.

## Resources Managed

- Resources management - Research and contract income
- The post holder will work alongside existing staff to generate and manage income streams from the appropriate funders in conjunction with the University Department
- Supervision: PhD, MSc, MD students and PDRAs as required

## Main Duties and Responsibilities

The role is expected to contribute to research, teaching, clinical duties and administration and management.

### Clinical Duties

The post holder will be offered an honorary consultant contract with the Kettering General Hospital NHS Foundation Trust with effect from the date of the University appointment, for the period of occupancy of the post.

The clinical duties will be agreed with the Trust and will focus on the area of specialist interest.

Duties will include:

- Maintenance of the highest clinical standards in the management of GI and General Medical patients and uphold the principles of GIRFT.
- To share with colleagues the responsibility for the day-to-day management of the patients on Digestive Disease Unit ward (Consultant of the week model).
- Provide both diagnostic and therapeutic upper GI endoscopy and colonoscopy
- Focus on the delivery of core luminal services
- To support the CNS in the delivery of inflammatory bowel disease services.



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- Participate in “General Medical emergency care” and “GI bleed” rotas.
- Teaching and training of junior medical staff, nurses, and medical students from the University of Leicester.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.
- To have responsibility for ensuring active participation in continuing medical education (CME), mandatory training and appraisal/revalidation.
- Engage with and encourage research participation relevant to the special interest area of the post holder.

### Research

The postholder will be expected to maintain and further develop a programme of high quality and competitive research capable of securing substantial external funding. We welcome research that extends or complements of the research strategy within the University and develops a research base which contributes to research productivity in Kettering.

In summary to:

- Produce research of the highest standard with best outputs internally and externally assessed as at least 3\* or above that will contribute to the Department's research profile and at a level compatible with inclusion in future REF exercises
- Engage and collaborate with national/international networks and to publish in internationally recognised high quality peer-reviewed journals
- Raise your external profile and that of the School/ Department by presenting research papers at academic and/or professional conferences, refereeing or reviewing publications or grant, and externally examining postgraduate research students
- Contribute to and lead the development of larger bids for external funding for research, both on a disciplinary and interdisciplinary basis, in the Department and College to support a well-defined research agenda, which will deliver outputs of international excellence
- Develop an impact agenda and make a meaningful contribution to impact activity within the department and college
- Manage research projects within the university, including their financial commitments
- Provide high quality postgraduate supervision, making significant contributions to recruiting and winning funding for research students and early career researchers
- Ensure that all research activities undertaken are in compliance with the 'Research Code of Conduct' operated by the University, and work within the principles of Research Governance both within the Kettering General Hospital NHS Trust, and the University, including the General Data Protection Regulation, patient confidentiality, and the ethical conduct of research

### Teaching

You will contribute to teaching appropriate to your expertise and the requirements of the MB ChB and other undergraduate & postgraduate courses. If your expertise falls within the SAPPHIRE group you will be expected to contribute to the MSc in Quality and Safety in Healthcare. The medical curricula are integrated, and the structure and content is the responsibility of a single Medical School Curriculum Committee. Teaching is coordinated by the Leicester Medical School <https://le.ac.uk/medicine> in



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consultation with academic departments. Staff may contribute to lectures, tutorials or practical work in either the core curricula or student selected Special Study Modules where appropriate. In the case of the core curricula, staff will be responsible to a relevant Module Leader for the content and nature of their teaching.

- To provide leadership within Kettering General Hospital (KGH) in specific aspects of undergraduate education as agreed with the KGH Director of Medical Education and in collaboration with the KGH Education team and the Leicester Medical School
- To provide clinical teaching at KGH, give lectures, seminars, tutorials and other classes, as appropriate in support of the required teaching obligations and to supervise project work by undergraduate and postgraduate students
- To undertake academic duties (e.g. setting examination papers, marking, invigilation and pastoral support of students) required to sustain the delivery of high quality teaching.
- To support and comply with the University and departmental teaching quality assurance standards and procedures including the provision of such information as may be required by the Department or the University.

## Impact and Knowledge Exchange

- Pursue, develop and lead innovation and impact resulting in national and international recognition
- Make a major contribution to external knowledge transfer, enterprise and engagement activities which increase the external profile of the discipline, Department/School and College and have a beneficial impact outside the University
- Be recognised as an authority in the field, developing and maintaining an external profile as appropriate to the discipline
- Maintain scholarly activity and keep up to date with developments in the field

## Leadership and Citizenship

- Represent the University through membership of significant external committees, groups and bodies, including those relating to policy and matters of importance in the wider Higher Education community
- Actively participate in the management, administration and committee structures of the Department/School, College or University
- Involvement in peer review, the recruitment, management and development of staff and act as a mentor and coach to colleagues
- Provide major input to the development, communication and achievement of Department/School, College or University strategies

## Management and Administration

- To provide leadership in the development of Clinical Trials research in the Department of Digestive Diseases by maximising the opportunity for staff to deliver teaching and conduct research of high quality as part of the appointee's academic responsibilities
- To attend departmental meetings and to participate in other committees and working groups within the department, the College and the University to which appointed or elected



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- To contribute to the preparation of reports as required (e.g. the annual report of the ECMC)
- To engage in continuous professional development, for example through participation in relevant staff development programmes
- To undertake, subject to agreement of the Head of Department and the University as appropriate, external commitments which reflect well upon and enhance the reputation of the University
- To ensure compliance with health and safety requirements in all aspects of work
- To be responsible for the day-to-day running of your research group and the associated laboratories and facilities
- To be responsible for administration related to your clinical duties
- To contribute to the preparation of reports (e.g. the annual report and the REF submission)
- From time to time, you will also undertake additional administrative tasks for the Department as allocated by the Head of Department or the Clinical Director

## Internal and External Relationships

- Research Colleagues: Discussion of research and related issues. Helping colleagues with grant applications. (ad-hoc basis)
- Personal Tutors: Providing advice on ways of helping students succeed within their research field and the degree programme they are enrolled upon. (weekly)
- Head of Centre/Department: Discussions concerning students and other administrative and strategic issues (monthly)
- Coordination with central University offices (e.g. RBDO, Graduate Office, Registry, Estates) as required.
- External representation on national/international scientific bodies/committees.
- Delivery of research presentations at national/international conferences and meetings.
- Peer review of research outputs for national/international journals.
- NHS patients
- NHS staff

## Planning and Organising

Shaping the strategic direction of the management of patients with respiratory disease, planning activity over many months or years.

Participation in the departmental operational planning process supporting the strategic direction of the unit and wider department.

## Accountability and Reporting Arrangements

You will be accountable for academic activities to your head of department, and the PVC & Head of the College of Life Sciences, and to the University.

For clinical duties you will be accountable to the Chief Executive and responsible to the Divisional Director for Surgery, and the Clinical Director for Gastroenterology.



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### Infection Control

The KGH Infection control policy has achieved remarkable improvements with impressive reductions in hospital acquired infection. You will be expected to be familiar with the policy/practice but also to show leadership to other colleagues especially juniors.

### Qualifications, Knowledge and Experience

#### Essential

- MB BS or equivalent\*
- Full GMC Registration/ Eligible for Full GMC Registration\*
- Current Licence to practice/eligible for licence to practice \*
- Fully Accredited for Higher Specialist Training, or will be eligible for inclusion on the Specialist Register for Gastroenterology (+/- G(I)M) within 6 months of the interview date\* via one of the following:
  - Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)
  - Certificate of Eligibility for Specialist Registration (CESR)
  - European Community Rights
- MRCP (UK) or equivalent\*
- Relevant higher degree (MD/PhD) \*
- Established track record of clinically relevant research, which is evidenced by significant publications in peer reviewed journals\*
- Evidence of ongoing high quality research programme in early phase studies, or quality and safety in healthcare\*
- Evidence of effective collaborative relationships
- Awareness of the requirements of, and commitment to, effective clinical governance, with particular reference to the specialty
- A strong plan for research which fits into and complements those of the Department\*
- A strong track record of obtaining peer-reviewed externally funded grants\*
- A record of training and mentoring research students and/or fellows
- Record of presentations of work at a national or international meetings\*
- Academic teaching qualification as defined by HESA, or commitment to gain the appropriate category of HEA Fellowship within a reasonable time frame\*

#### Desirable

- Experience in the supervision of post-graduate students.
- Evidence of representation and leadership at a regional and national level
- Intercalated BSc honours degree and/or additional qualifications e.g. MSc etc

### Skills, Abilities and Competencies



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## Essential

- Consultant level ability in the management the broad range of Gastroenterological conditions presenting to a DGH
- Willingness to work as a member of the academic and clinical team and share administrative responsibilities
- Ability to contribute to developing policies, protocols and service improvement
- Be able to lead, manage and supervise a research team
- Ability to support the day to day management of the overall research programme and the management of research collaborations both within and outside the University
- Ability to write up research findings, assessing outcomes and options
- Ability to contribute, as a senior partner, to the authorship of research papers and grant proposals
- Clear, fluent written presentation & skills\*
- Effective oral communication; clear, fluent and articulate in verbal presentation & spoken English skills
- Commitment to personal and professional development\*
- Experience in and commitment to medical and research audit & application to clinical and research practice
- Commitment to & competence in teaching undergraduate and postgraduates

## Desirable

- Willingness to develop new approaches to teaching
- Ability to project the interests and achievements of the Department
- Awareness of service and academic development issues and their impact on the Department and institution as a whole
- Evidence of participating in management issues
- Knowledge or interest in or commitment to Information Technology

## Additional Requirements

### Essential

- Satisfactory enhanced DBS disclosure
- Satisfactory occupational health clearance
- Meets professional health requirements (in line with GMC standards/Good Medical Practice)
- Maintain appropriate medical defence cover

## Contract

This is an open-ended contract. Indeterminate hours will be based on a consultant integrated job plan, including a minimum of 10PAs (40hrs).

The appointee will be provided with excellent research facilities, appropriate office accommodation, and clerical support for academic duties, and NHS duties where appropriate.

An Honorary Consultant contract will be sought from the Kettering General Hospital NHS Foundation Trust. You will be a member of the Department of Health Sciences or the LCRC (depending on the nature of your research) and your clinical duties will be based at Kettering General Hospital NHS Foundation



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Trust. You will be provided with research facilities and appropriate office accommodation, clerical support and computer access for both your academic and NHS duties.

## Professional Requirements

You must be registered with the GMC, hold a licence to practice, abide by the codes of professional practice and have appropriate cover from a medical defence organisation for the duration of your appointment. Lapsing may render you subject to disciplinary action and you cannot be lawfully employed should registration lapse. You are required by the GMC to revalidate every five years. You must therefore advise the University of your revalidation dates and provide written evidence of your satisfactory revalidation where these fall within your period of employment with the University. You are also required to abide by the codes of professional practice as detailed by the professional body GMC.

Where the duties of a post involve work with NHS patients, identifiable patient data and/or patient material/tissues, or NHS staff or their data for the purposes of research it is necessary to ensure that the performance of the duties attached to the post is covered by NHS indemnity arrangements and the appointee must comply with all such arrangements.

It is a fundamental condition of employment that you hold and retain an honorary consultant contract with a recognised NHS Trust acceptable to the University for the duration of your employment. You must not commence work prior to this contract being awarded. It is the responsibility of an individual member of the clinical academic staff to advise the University immediately if his/her honorary contract is terminated or withdrawn or if s/he is at any time subject to disciplinary action under the honorary contract.

During the term of appointment to the post you may undertake private practice for personal remuneration only within the conditions laid down in the University's scheme for such practice.

You will be required to comply with all NHS employment checks and satisfactorily meet these requirements prior to commencement in post. You are required to comply with the appropriate occupational health procedures for the post which you are to undertake. Where the post requires that you undertake Exposure Prone Invasive Procedures any offer of employment is subject to satisfactory clearance from the Trust Occupational Health department and you cannot commence in post until satisfactory clearance has been received. Where the post does not require Exposure Prone Invasive Procedures you must provide evidence of attendance at a Trust occupational health interview within the first 3 days of commencing in post.

## Criminal Declaration and Disclosure and Barring Service (DBS).

If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS). The successful applicant for this post will, therefore, be required to give consent for the University to check and obtain appropriate clearance with the DBS for the existence and content of any criminal record in the form of an Enhanced check with Adult Barred List

Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.



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## NHS Research Governance Requirements

Where it is determined that the duties of this post for the purposes of research involve work with the NHS, it is necessary to ensure that the performance of the duties attached to the post are covered by NHS indemnity arrangements and the appointee must comply with all such arrangements, including occupational health clearance.

## Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

## University Values

**Inclusive** - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

**Inspiring** - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

**Impactful** - As Citizens of Change we will generate new ideas which deliver impact and empower our community

## Equality and Diversity

We believe that equality, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equality support our efforts to attract a diverse range of high quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equality, diversity and inclusion.



## Appendix - About the Role

The Digestive Disease Unit ward is the base ward for the gastroenterology and hepatology team and has 15-20 beds and a 3 bedded day case unit. There is a consultant of the week rota (CotW) and the CotW is responsible for overall care of the patients on DDU and provide supervision for registrars who cover referrals from other departments, provide the appropriate clinical and educational oversight of the ward junior doctors and work with the multi-professional ward team to deliver safe and high-quality care of the patients. The organisation's dedicated to excellence values and General Medical Council's Good Medical Practice principles are the guiding principles. The CotW also is the first port of call on the Consultant Connect telephone advice service for local GPs.

Endoscopy service provision would be expected to include diagnostic and therapeutic procedures, both in Upper and lower GI endoscopy. Advanced endoscopic skills would be encouraged and also there is provision to support the capsule Endoscopy services for those with the skills. Other specialist endoscopic skills like ERCP/EUS are not mandatory but appropriately trained post-holders would be welcome to provide the services.

The main area of expertise of the posts is to provide core luminal gastroenterology and endoscopy services. The IBD specialist nurses are an integral part of the team and the luminal consultants works closely with them to provide clinical support and advice. Applicants with gastroenterology sub-specialty interest or any other medical sub-specialty interests are encouraged to apply. Responsibility for the proper functioning of the department and any responsibility that relates to a special interest would need balancing with clinical need. This includes ongoing management of in and out patient care and the training component attached to this.

The appointee would be expected to deliver out-patient luminal gastroenterology services and take ongoing responsibility for patients under his/her care. He/she would also provide a consultation service and advisory service to clinical colleagues in other specialties within the Trust and Primary Care.

## Job Plan

This will be based on the standard 10 programmed activities (PAs) of a consultant contract with up to 2 additional clinical PAs offered by the Trust, including on-call rota responsibilities remunerated as 1.5 PA. Time off in lieu is given for on-call duties that coincide with national public (bank) holidays.

This incorporates:

- General internal medicine (GIM) Monday to Thursday (1:17) for medical admissions
- 1:8 weekday out-of-hours (OOH) Gastrointestinal (GI) bleed rota Monday to Thursday
- 1:8 weekend (Fri – Sun) on-call doing 2 x 4 hr GIM post-take ward rounds, and covering GI bleeds OOH

The job plan will include 5 clinical PAs and 5 academic PAs. The SPA will be allocated within this PA allowance as follows: 1.25SPAs will be included within the clinical time and 1.25 SPAs within the academic time. The 1.25 NHS SPAs will be to support clinical work, CPD etc. and the 1.25 academic APAs to support academic CPD teaching and research. Overall, 1.5 SPAs are allocated in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training. The remaining SPA will contribute to academic activity.

Clinical activities include:



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- Out-patient clinics – 30 minutes for new patients (typically 4-5), 15 minutes for follow up (FU) patients (typically 6-8), time allocated for travel if clinic is off-site, all within a 4 hour session. Based on 60 clinics per annum (average of 1.5 clinics per week), this would equate to between 240-300 new patient and 360-480 FUs appointments per annum.
- Endoscopy lists – standard 10-12 point list (inclusive of IP procedures).
- When covering the ward – (2 weeks out of 12); managing 20 inpatient beds and gastroenterology treatment area, and all inpatient referrals (with the support of Gastroenterology registrars). Also GP calls via Consultant connect, and electronic GP advice & guidance requests
- Administration time – 1 hour for each endoscopy list and outpatient clinic, plus additional time to manage OP referral reviews.

The sample job plan below would be adapted base on the successful appointee's clinical skills and interests and will include the requisite minimum 1.5 SPA for revalidation.

| Example job plan | Monday       | Tuesday      | Wednesday     | Thursday      | Friday       |
|------------------|--------------|--------------|---------------|---------------|--------------|
| AM               | Clinical 1PA | Academic 1PA | Academic 1 PA | Clinical 1 PA | Academic 1PA |
| PM               | Clinical 1PA | Academic 1PA | Clinical 1PA  | Clinical 1 PA | Academic 1PA |

### Appendix B

#### Appraisal, Revalidation & CPD

All clinical academics must maintain appropriate records such that the General Medical Council will grant successful revalidation of fitness to practice at the appropriate time. All clinical academics are expected to participate in annual appraisal. Appraisal will meet Royal College, GMC and University guidelines and follows a nationally agreed process with annual appraisals involving an appropriate Trust representative and University Head of Department or their nominee. This carries an expectation of active involvement in audit, continuing professional development in line with best practice in clinical governance. Kettering General Hospital will be the designated body for the appointee and their responsible officer will make revalidation recommendations to the General Medical Council.

#### CPD

The trust has a range of mandatory training and competence initiatives, which are reviewed on a regular basis. Appointees are required to register and participate in these programmes (mainly via e learning and assessment). The Trust recognises that priority must be given to the continued training and development of all staff if the changing needs and demands of providing quality healthcare are to be met. The Trust's philosophy is underlined by the clear intention to develop and invest in the people we employ.

The Trust is committed to continued training and development of all staff and to providing opportunities for continuous medical education and professional development for medical staff.



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Educational and Professional leave should be planned through a personal learning process supported by joint appraisal and a jointly agreed personal development plan.

### **Study Leave**

The importance of study leave is recognised and supported. Funding for study leave will be based on the Trust policy at the time of the request for study leave.

The post holder will hold an integrated clinical and academic job plan and consideration must therefore be given to this when applying for study leave. The Trust facilitates access to study leave for clinical time. Where study leave is sought during academic time individuals must comply with the University's academic study leave policy obtainable at <http://www2.le.ac.uk/offices/hr/docs/policies/ac-st-lve-policy.pdf>. A clinical academic may claim study leave for the academic portion of his/her duties, but continue to do their clinical duties. Alternatively, where an extended block of study leave would impact on both clinical and academic time approval must be given by both the University and the Trust.

### **Mentoring**

There is a mentorship scheme for all new consultant staff, designed to help and assist new appointees to settle into working at Kettering as easily as possible and allows individuals in a personal way to familiarise them with the Trust and how things work in practice.

In addition as a new consultant, the appointee will be offered mentorship in order to offer support during the early part of their consultancy career. The purpose of the Mentoring Programme is to give newly appointed consultants, the "mentees", a confidential source of knowledge, advice and support to help them find their way in the Trust and become effective in their job as quickly as possible.

Mentees can expect confidential support and advice on problems or difficulties that they are experiencing in their work together with guidance in their personal and professional development. They normally set the agenda for meetings directly with their mentor. Confidentiality is essential to the success of mentoring and it is understood to be the same as that between doctor and patient. Mentoring is completely separate from any other system such as appraisal or supervision and is voluntary.



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