



**Call for Applications for a Specialist Training Post
with Academic Training Opportunities**

**ACADEMIC CLINICAL FELLOWSHIP (ACF)
ACADEMIC CLINICAL LECTURER (ACL)**

GENERIC JOB DESCRIPTION

August 2012

MEDICAL SPECIALTIES AND PAEDIATRICS

Introduction

Queen's University Belfast in partnership with the Northern Ireland Medical and Dental Training Agency (Northern Ireland Postgraduate Deanery) and the Belfast Health and Social Care Trust has developed a pathway of academic clinical training opportunities in research and education. Applications are now invited for Academic Clinical Fellows (ACF) and Academic Clinical Lecturers (ACL) at ST3 level or above within academic medicine and ST4 for the paediatrics training programme. These posts have been created as a response to Modernising Medical Careers and the Walport report. They offer candidates a comprehensive experience in clinical academic medicine to work alongside internationally recognised clinicians and researchers. We are seeking highly motivated, enthusiastic individuals wishing to excel in both clinical and academic training and who have the ambition to be the next generation of world leading academic clinicians. The ACF post is for 2 years and attracts NTN(a). During this period it is expected that the ACF will complete ST3/ST4 training with an integrated period of 25% of whole time equivalent academic research training in the specialty to which they are appointed. They will prepare an application for an externally funded clinical research training fellowship to undertake a PhD. Those appointed at ACL level will already have a postgraduate degree (PhD, MD) and will finish their clinical training while continuing academic development at post-doctoral level. Trainees who already have a PhD in their research prior to their medical degree will also be considered for ACF posts.

Areas of Research and Clinical Training Opportunities

In the current round no specific areas of research training are specified but if appointed trainees will be expected to join a Research or Education Centre in the School of Medicine, Dentistry & Biomedical Sciences in Queen's University, Belfast. The Centre's are listed below and further information is available on the web <http://www.qub.ac.uk/schools/mdbs/>

- Centre for Cancer Research & Cell Biology (CCRCB)
- Centre for Infection & Immunity (CII)
- Centre for Public Health (CPH)
- Centre for Vision & Vascular Science (CVVS)
- Centre for Medical Education (CME)

Successful candidates who do not have a clinical academic supervisor will be allocated to a Principal Investigator (PI) in one of the Centre's appropriate to their area of research interest.

Organisation of the Programme

Academic Base

Academic Research and Education Centre's within the School of Medicine, Dentistry and Biomedical Sciences, Queen's University, Belfast.

Clinical Base

Belfast Health and Social Care Trust or other Health and Social Care Agencies and Queen's University, Belfast.

Training Structure

Trainees may enter at ST3 or above of the unified training grade. Core clinical competencies will be gained as necessary through access to the essential elements of the training curriculum. The clinical training bases together provide an appropriate and wide range of clinical opportunities and have a strong track record in specialty training rotation.

Post Details

Title: Academic Clinical Fellowship (ACF) or Academic Clinical Lecturer (ACL)

Brief Outline

The clinical programme is designed to provide training for those at ST3 level or above and will include rotations in a Northern Ireland Hospital, usually the Belfast Health & Social Care Trust or the Public Health Agency. In all posts there will be a significant research contribution. For those entering at Academic Clinical Fellowship level this will allow trainees to undergo research training and begin a programme of research to develop an application for an externally funded PhD programme. Individuals who have completed a postgraduate degree may enter at Academic Clinical Lecturer level and pursue a supervised programme of postdoctoral research.

Objectives of the Training Programme

ACF: To obtain core competencies in medicine at ST3 and above

To undertake a programme in research methodology

To identify an area of clinical interest to base an application for an externally funded PhD programme (ST3/ST4) or develop a post doctoral research programme

ACL: To obtain core competencies in medicine at ST3 and above

To identify an area of clinical interest to base an application for an externally funded fellowship programme (ST3/ST4) or develop a post doctoral research programme

To undertake postdoctoral research and complete clinical training in academic medicine
For trainees who already have a relevant PhD appointment at ACL will be considered in light of their training needs

Main Activities and Responsibilities

ACF: This is normally a 2 year full-time training post carrying an NTN(a) in Academic Medicine. The successful applicant will have achieved evidence of clinical academic achievement and ideally have experience of research such as an intercalated BSc. They should be aiming to pursue a career in academic medicine and to developing a programme of research to apply for a PhD studentship. ACF posts will be 25-40% research time depending on the clinical training requirements for the individual trainee.

ACL: This is normally a 3 year full time training post carrying an NTN(a). The successful applicant will have completed a postgraduate research programme. They should be aiming for a career in academic medicine and developing a research application for a Clinician Scientist Training award. ACL posts will be 50% research time depending on the clinical training requirements for the individual trainee.

Research

ACF: The successful candidate will be expected to develop an area of research interest and apply for research training fellowships eg to MRC, Wellcome Trust, Northern Ireland R & D Office. This will be in consultation with the Director of the Centre to which the trainee is appointed.

ACL: The successful candidate will be expected to develop a programme of post doctoral research leading to an application for a clinical scientist scheme for a major funding body.

Teaching

The post holder will contribute to the undergraduate and postgraduate teaching programmes within the School of Medicine, Dentistry & Biomedical Sciences and will be involved in the assessment of students. In addition, they will have personal mentoring responsibilities for a small group of students on the MB BCh BAO programme.

Clinical Duties

There will be agreed clinical duties in each of the posts in accordance with training needs and will be agreed with the appropriate training committee at NIMDTA.

2012 PERSON SPECIFICATION

APPLICATION TO ENTER SPECIALTY TRAINING at ST3:OR ABOVE (Medical specialties and Paediatrics)

ENTRY CRITERIA

ESSENTIAL	DESIRABLE	WHEN EVALUATED ¹
QUALIFICATIONS		
<ul style="list-style-type: none"> • MB BCh BAO or equivalent medical qualification • Successful completion of MRCP or equivalent at time of application • (ACL only) Completion of a PhD or MD programme and submission of their thesis. At least two first author papers in preparation or submitted for publication. 		Application form
ELIGIBILITY		
<ul style="list-style-type: none"> • Eligible for full or limited registration with the GMC at time of appointment • Evidence of achievement of Foundation competencies by time of appointment in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Evidence of achievement of appropriate training competencies in medicine at time of appointment • (ACL only) – Evidence of achievement of appropriate competencies usually at ST3 or above. • Eligibility to work in the UK • Satisfactory Vetting/Barring Scheme 		Application form Application form Interview Application form Interview Application form
FITNESS TO PRACTISE		
<ul style="list-style-type: none"> • Is up to date and fit to practise safely 		Application form References

¹

¹ 'when evaluated' is indicative, but may be carried out at any time throughout the selection process

²

² A selection centre is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

ESSENTIAL	DESIRABLE	WHEN EVALUATED ¹
LANGUAGE SKILLS		
<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues which could be demonstrated by one of the following: • a) that applicants have undertaken undergraduate medical training in English; or • b) have the following scores in the academic International English Language Testing System (IELTS) – Overall 7.5 and 6.5 in each component: Speaking , Listening, Reading, Writing. • However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence 		Application form Interview
HEALTH		
<ul style="list-style-type: none"> • Meets professional health requirements (in line with GMC standards/Good Medical Practice) 		Application form Pre-employment health screening
CAREER PROGRESSION		
<ul style="list-style-type: none"> • Ability to provide complete details of employment history • At least 24 months' experience³ (at SHO level) in medicine (not including Foundation modules). 		Application form
APPLICATION COMPLETION		
<ul style="list-style-type: none"> • ALL sections of application form FULLY completed according to written guidelines 		Application form

³

Any time periods specified in this person specification refer to full time equivalent

SELECTION CRITERIA

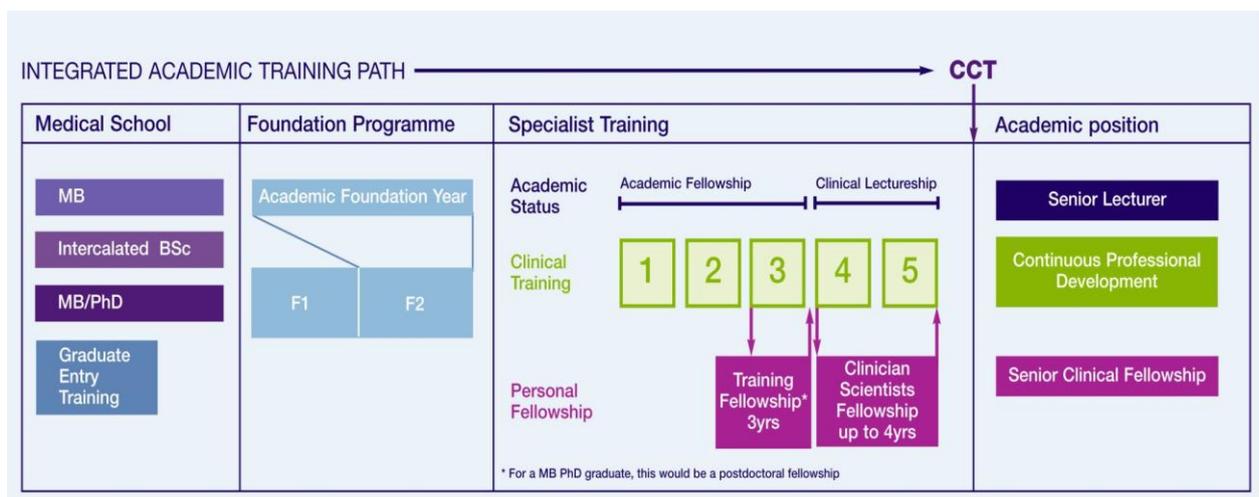
ESSENTIAL	DESIRABLE	WHEN EVALUATED ¹
CLINICAL SKILLS		
<ul style="list-style-type: none"> • Technical Knowledge & Clinical Expertise: Capacity to apply sound clinical knowledge & judgement & prioritise clinical need. Demonstrates appropriate technical competence & evidence of development of excellent diagnostic skills & judgement • Validated logbook documentation of training 	<ul style="list-style-type: none"> • Attendance at relevant courses, e.g. ATLS 	<p>Application form Interview References</p>
ACADEMIC/RESEARCH SKILLS		
<ul style="list-style-type: none"> • Research Skills: Demonstrates understanding of the basic principles of audit, clinical risk management & evidence-based practice. Understanding of research basic research principles, methodology & ethics, with potential to contribute to research Commensurate with level of appointment. • Teaching: Evidence of contributing to teaching & learning of others 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of active participation in audit • Evidence of participation in clinical/ laboratory research 	<p>Application form Interview</p>
PERSONAL SKILLS		
<ul style="list-style-type: none"> • Judgement under Pressure: Capacity to operate effectively under pressure & remain objective in highly emotive/pressurised situations. Awareness of own limitations & when to ask for help • Communication Skills: Capacity to communicate effectively & sensitively with others, able to discuss treatment options with patients in a way they can understand • Problem Solving: Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to problem solving • Situation Awareness: Capacity to monitor and anticipate situations that may change rapidly • Decision Making: Demonstrates effective judgement and decision-making skills • Leadership & Team Involvement: Capacity to work effectively in a multi-disciplinary team & demonstrate leadership when appropriate. Capacity to establish good working relations with others • Organisation & Planning: Capacity to manage time and prioritise workload, balance urgent & important demands, follow instructions. Understands importance & impact of information systems 		<p>Application form Interview References</p>

ESSENTIAL	DESIRABLE	WHEN EVALUATED ¹
PROBITY		
<ul style="list-style-type: none"> • Professional Integrity: Takes responsibility for own actions, demonstrates respect for the rights of all. Demonstrates awareness of ethical principles, safety, confidentiality & consent. Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS employee 		Application form Interview References
COMMITMENT TO SPECIALITY		
<ul style="list-style-type: none"> • Learning & Development: Shows realistic insight into general surgery and the demands of a surgical lifestyle. Demonstrates knowledge of training programme & commitment to own development. Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning & reflective/analytical approach to practice 	<ul style="list-style-type: none"> • Extracurricular activities / achievements relevant to medicine 	Application form Interview References

Career Pathway

ACFs who are successful in achieving research funding and who achieve clinical and academic training targets will normally move into a period of full time research in a funded PhD training programme at the end of Year 2. They will then be eligible to progress into the clinical lecturer grade in their post-doctoral period whilst they complete higher specialist training and prepare for a senior academic career post. The selection of candidates at ACF level is enhanced by the opportunities offered to able individuals by the creation of academic F2 posts. These initiatives have the added benefit of providing further stimulation to academic strategy in those research themes into which trainees are recruited.

Those appointed to an ACL post will be expected to compete for clinician scientist schemes and apply for external funding to undertake research



The timings of personal fellowships are indicative – there should be flexibility according to individual career progression

Academic F2 : Academic F2 training posts are for 4 months. This will be with two other rotations one of which will be a General Medicine attachment.

ACF/ACL: Trainees already appointed at ST3 or above are eligible to apply. Trainees who have undertaken postgraduate research (PhD or MD) should have already submitted their thesis, or be within three months of submission.

January 2012