



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

**In Dentistry**

**GENERIC JOB DESCRIPTION**

**August 2017**

## **DENTAL SPECIALTIES**

### **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 offer a pathway of academic clinical training opportunities in research and education. These posts have been created in response to the Walport report. Applications are now invited for Academic Clinical Fellows (ACFs) and Academic Clinical Lecturers (ACLs) in Dentistry. The posts offer candidates a comprehensive experience in clinical academic dentistry 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.

Applicants for ACF posts should have completed Foundation Training and have a minimum of 2 years' experience in Hospital Dentistry to DCT2 level (or above) at the time of appointment. Applications from existing Specialty Registrars in Dentistry are also invited. The ACF post is normally for 2 years and will be funded at DCT3 level or above, dependent on existing experience. During this period it is expected that the ACF will participate in clinical 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. Trainees who already have research experience, including a PhD, prior to or subsequent to their dental degree will also be considered for ACF posts.

Applications for ACL posts are invited from existing Specialist Registrars in Dentistry who have completed a postgraduate degree (PhD), and will finish their clinical training while continuing academic development at post-doctoral level.

### **Areas of Research and Clinical Training Opportunities**

No specific areas of research training are specified but should align with current research strategy and activity in QUB. 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 Centres 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 Public Health (CPH)
- Centre for Experimental Medicine (CEM)
- Centre for Medical Education (CME)

Each candidate will be supported from a host Research Centre or Educational Research within CME (as above). A letter of support from the Centre Director of your research project is required to be submitted with this application.

Normally candidates will have support from a Principal Investigator as a supervisor in one of the above Centres. Successful candidates who do not have a clinical academic supervisor will be allocated to a Principal Investigator (PI) in one of the Centres appropriate to their area of research interest.

## **Organisation of the Programme**

### **Academic Base**

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

### **Clinical Base**

Dental Hospital, Belfast Health and Social Care Trust.

### **Training Structure**

Core clinical competencies will be gained as necessary through access to the essential elements of the training curriculum. The clinical training provides an appropriate and wide range of clinical opportunities and has 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 for those who have completed DCT2 training (or equivalent) at the time of appointment. Individualised clinical rotations, dependent on level of experience, will be based within the Dental Hospital. In all posts there will be a significant research contribution. For those entering at ACF 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 (PhD) may enter at Academic Clinical Lecturer level and pursue a supervised programme of postdoctoral research, working towards a fellowship application.

**Teaching**

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

**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.

<b>Academic Clinical Fellow (ACF)</b>	<b>Academic Clinical Lecturer (ACL)</b>
<b>Objectives of the Training Programme</b>	
<p>To obtain core competencies in Dentistry at DCT3 level or above</p> <p>To undertake a programme in research methodology</p> <p>To identify an area of clinical interest to base an application for an externally funded PhD programme</p>	<p>To obtain core competencies in Dentistry at StR level</p> <p>To identify an area of clinical interest to develop a postdoctoral research programme.</p> <p>To undertake postdoctoral research and complete clinical training in academic dentistry.</p>
<b>Main Activities and Responsibilities</b>	
<p>This is normally a 2 year full-time training post at DCT3 level or above. 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 Dentistry and to develop a programme of research to apply for a PhD studentship. ACF posts will be 25% research time depending on the clinical training requirements for the individual trainee.</p>	<p>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 dentistry 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.</p>
<b>Research</b>	
<p>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 &amp; D Office. This will be in consultation with the Director of the Centre to which the trainee is appointed.</p>	<p>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</p>

## PERSON SPECIFICATION

ESSENTIAL	DESIRABLE	WHEN EVALUATED <sup>1</sup>
<b>QUALIFICATIONS AND EXPERIENCE</b>		
<p>BDS or equivalent dental qualification</p> <p>Minimum of 2 years post-foundation training experience to DCT2 level (or equivalent)</p> <p>(ACL only) Completion of a PhD programme and submission of a thesis, or evidence from supervisors that it will be submitted within 3 months of interview, including date of submission.</p> <p>(ACL only) At least two first author papers in preparation or submitted for publication.</p> <p>Postgraduate experience in Hospital Dentistry</p>	<p>MFDS or equivalent</p> <p>Experience in the clinical supervision of undergraduate dental students</p>	<p>Application form</p>
<b>ELIGIBILITY</b>		
<p>Full registration with the GDC</p> <p>Evidence of achievement of appropriate competencies for stage of training by time of appointment</p> <p>Evidence of postgraduate, clinical experience in hospital-based Dentistry</p> <p>(ACL only) Hold a national training number (NTN) in a GDC-approved specialty training programme</p> <p>Eligibility to work in the UK</p> <p>Satisfactory Vetting/Barring Scheme</p>		<p>Application form</p> <p>Application form</p> <p>Interview</p>
<b>FITNESS TO PRACTISE</b>		
<p>Up-to-date clinical experience in a range of contemporary techniques and practices in specialty area of Dentistry.</p>		<p>Application form</p> <p>References</p>

<b>LANGUAGE SKILLS</b>		
<ul style="list-style-type: none"> <li>• All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about dental topics with patients and colleagues which could be demonstrated by one of the following:               <ul style="list-style-type: none"> <li>• a) that applicants have undertaken undergraduate dental training in English; or</li> <li>• 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.</li> </ul> </li> <li>• However, if applicants believe that they have adequate communication skills but do not fit into one of the examples they need to provide evidence</li> </ul>		Application form Interview
<b>HEALTH</b>		
<ul style="list-style-type: none"> <li>• Meets professional health requirements (in line with GDC Standards)</li> </ul>		Pre-employment health screening
<b>CAREER PROGRESSION</b>		
<ul style="list-style-type: none"> <li>• Ability to provide complete details of employment history</li> </ul>		Application form
<b>APPLICATION COMPLETION</b>		
<ul style="list-style-type: none"> <li>• <b>ALL</b> sections of application form <b>FULLY</b> completed according to written guidelines</li> </ul>		Application form

## SELECTION CRITERIA<sup>2</sup>

ESSENTIAL	DESIRABLE	WHEN EVALUATED <sup>1</sup>
<b>ACADEMIC/RESEARCH SKILLS</b>		
<p><b>Research Skills:</b> Demonstrates understanding of the basic principles of audit, clinical risk management &amp; evidence-based practice. Understanding of basic research principles, methodology &amp; ethics, with potential to contribute to research commensurate with level of appointment.</p> <p><b>Teaching Skills:</b> Evidence of contributing to teaching &amp; learning of others</p>	<p>Evidence of relevant academic &amp; research achievements, eg degrees, prizes, awards, distinctions, publications, presentations, other achievements</p> <p>Evidence of active participation in audit</p> <p>Evidence of participation in clinical/ laboratory research</p> <p>Postgraduate certificate in education</p>	<p>Application form</p> <p>Interview</p>
<b>PERSONAL SKILLS</b>		
<p><b>Judgement under Pressure:</b> Capacity to operate effectively under pressure &amp; remain objective in highly emotive/pressurised situations. Awareness of own limitations &amp; when to ask for help</p> <p><b>Communication Skills:</b> Capacity to communicate effectively &amp; sensitively with others, able to discuss treatment options with patients in a way they can understand</p> <p><b>Problem Solving:</b> Capacity to think beyond the obvious, with analytical and flexible mind. Capacity to bring a range of approaches to problem solving</p> <p><b>Situation Awareness:</b> Capacity to monitor &amp; anticipate situations that may change rapidly</p> <p><b>Decision Making:</b> Demonstrates effective judgement and decision-making skills</p> <p><b>Leadership &amp; Team Involvement:</b> Capacity to: work effectively in a multi-disciplinary team &amp; demonstrate leadership when appropriate; establish good working relations with others</p> <p><b>Organisation &amp; Planning:</b> Capacity to manage time, prioritise workload, balance urgent &amp; important demands, follow instructions. Understand importance &amp; impact of information systems</p>		<p>Application form</p> <p>Interview</p> <p>References</p>



<b>PROBITY</b>		
<b>Professional Integrity:</b> 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
<b>COMMITMENT TO SPECIALITY</b>		
<b>Learning &amp; Development:</b> Shows realistic insight into the relevant specialty and the demands of 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		Application form Interview References

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

<sup>2</sup> 'A selection criteria is a process not a place. It involves a number of selection activities that may be delivered within the Unit of Application.

<sup>3</sup> Any time periods specified in this person specification refer to full time equivalent

**ACADEMIC TRAINING PATH**  
Northern Ireland



Dental School	Foundation Programme	DCT1 DCT2	Dental Specialty Training	Academic position
<ul style="list-style-type: none"> <li>BDS</li> <li>Intercalated BSc, MPH, MRes</li> <li>Summer Studentships</li> <li>PhD</li> <li>Graduate Entry Training</li> </ul>	Dental Foundation Year	Core Dentistry Training  (MFDS or equivalent)	<p><b>Academic Status</b></p> <p>Academic Clinical Fellowship (ACF)   Academic Clinical Lectureship (ACL)</p> <p><b>Clinical Training</b></p> <p>DCT3   1   2   3   4   5</p> <p><b>Personal Fellowship</b></p> <p>Clinical Research Fellow 3 years (PhD)   Completion of training (CCST)</p>	<p>Senior Lecturer/Consultant</p> <p>Senior Clinical Fellowship</p>