



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

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

In Medicine

GENERIC JOB DESCRIPTION

February 2020

Introduction

Queen's University Belfast in partnership with the Northern Ireland Medical and Dental Training Agency (Northern Ireland Postgraduate Deanery) and the Health and Social Care Trusts offer 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 (ST2 or above in General Practice). 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 normally for 2 years or upon conclusion of specialist training. This post will be awarded an NTN(a). During this period it is expected that the ACF will complete ST3 or above (ST2 or above in General Practice) 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/MD. The ACL post, normally for 3 years or upon conclusion of specialist training. This post also attracts an NTN(a). Those appointed at ACL level will already have a postgraduate degree (PhD, MD), or evidence from supervisors that it will be submitted within 6 months of the interview, including date of submission. They will finish their clinical training while continuing academic development at post-doctoral level with 50% research time at QUB. Trainees who already have a PhD prior to their medical degree will also be considered for ACF posts.

Deferring the start date of a specialty training programme

Applicants can normally only defer the start of an ACF/ACL post on statutory grounds such as personal ill health or maternity leave. Commencement cannot be deferred for reasons such as research. Applicants who have had a period of ill health or maternity during the training programme from which they are applying will be permitted to defer their entry to an ACF/ACL post by the same period of time (whole time equivalent).

With prior agreement of NIMDTA and QUB it may be possible to start an ACF/ACL post in February of a clinical year rather than the more usual early August starting point of clinical posts.

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 must be submitted with this application.**

Normally candidates will have support from a Principal Investigator as a supervisor in one of the Centres within the School of Medicine, Dentistry & Biomedical Sciences. 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

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

Training Structure

Trainees may enter at ST3 level or above (ST2 or above in General Practice) 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 (ST2 or above in General Practice) 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 (PhD/MD) 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 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.

Academic Clinical Fellow (ACF)	Academic Clinical Lecturer (ACL)
Objectives of the Training Programme	
<p>To obtain core competencies in medicine at ST3 level and above (ST2 level and above in General Practice)</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 (ST3 level or above or ST2 level and above in General Practice) or develop a post-doctoral research programme</p>	<p>To obtain core competencies in medicine at ST3 level and above (ST2 or above in General Practice)</p> <p>To identify an area of clinical interest to base an application for an externally funded fellowship programme (ST3 level or above) or develop a postdoctoral 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</p>
Main Activities and Responsibilities	
<p>This is normally a 2 year full-time training post with 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% 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 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.</p>
Research	
<p>The successful candidate will be expected to develop an area of research interest and apply for research training fellowships e.g. to Wellcome ICAT programme, MRC, Northern Ireland HSC R & D Division. 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 clinician scientist scheme or equivalent from a major funding body</p>

EMPLOYEE SPECIFICATION

ESSENTIAL	DESIRABLE	WHEN EVALUATED ¹
EDUCATION AND QUALIFICATIONS		
<ul style="list-style-type: none"> • MB BCH BAO or equivalent medical qualification • Successful completion of relevant College/Faculty Membership examination at time of application (Hospital Specialty trainees only) • (ACL only) Completion of a PhD or MD programme and submission of their thesis, or evidence from supervisors that it will be submitted within 6 months of appointment, including date of submission. • Eligible for full or limited registration with the GMC at time of appointment • Evidence of achievement of appropriate competencies for stage of training by time of appointment in line with GMC/Good Medical Practice standards, including most recent ARCP outcome if appropriate in Medicine • Hold a National Training Number in Northern Ireland at ST3 level or above (ST2 or above for General Practice trainees) by August 2020. 	Postgraduate Certificate in Clinical Education	Application form
EXPERIENCE		
<ul style="list-style-type: none"> • Ability to provide complete details of employment history • Evidence of contributing to teaching and learning of others • (ACL only) Evidence of at least two published papers submitted. 	<ul style="list-style-type: none"> • Evidence of relevant academic & research achievements, eg intercalated degrees, prizes, awards, distinctions, publications, presentations, other achievements • Evidence of active participation in audit • Evidence of participation in clinical/ laboratory research 	Application Form Interview

PRESENTATION		
<p>Excellent written and spoken English.</p> <p>A presentation that demonstrates a logical approach to developing a research project and the research plans are integrated with clinical training path.</p> <ul style="list-style-type: none"> i. Capacity to think beyond the obvious, with analytical and flexible mind. ii. Capacity to bring a range of approaches to problem solving. 		Interview
RESEARCH PLANS		
<ul style="list-style-type: none"> • ACF- explanation of how to develop a competitive application for peer-reviewed external funding to undertake a PhD. • ACL – clear description of how to sustain integrated clinical academic training, maintain publication record and apply for starter grants with medium term goal of applying for intermediate fellowship support (or equivalent). <p>Understanding of research basic research principles, methodology & ethics, with potential to contribute to research Commensurate with level of appointment.</p>	Extracurricular activities / achievements relevant to medicine.	Application form Interview
CONTRIBUTION TO EDUCATION		
Contribution to Education: formal and informal teaching: Knowledge of assessment; additional teaching skills developed e.g. Teaching the Teacher course, Clinical Education (Certificate, Diploma, Masters). Evidence of contributing to teaching & Learning of others.		Interview
INTEGRATION OF CLINICAL AND ACADEMIC TRAINING		
Demonstrates knowledge of training programme, relevant curriculum, competency progression, requirements for ARCP & commitment to own development.		Interview
RESEARCH ETHICS AND CLINICAL GOVERNANCE		
Demonstrates awareness of clinical governance, research ethics principles, safety, confidentiality & consent. Awareness of importance of being the patients' advocate, clinical governance & responsibilities of an NHS employee. Commensurate with level of appointment.		Interview

PERSONAL QUALITIES		
<ul style="list-style-type: none"> • Resilience – Capacity to operate effectively under pressure & remain objective in highly emotive/pressurized situations. Awareness of own limitations & when to ask for help. Sustaining momentum in an academic career <p>Other factors</p> <ul style="list-style-type: none"> • Capacity to monitor & anticipate situations that may change rapidly. • Demonstrates effective judgement and decision-making skills. • Capacity to: work effectively in a multi-disciplinary team & demonstrate leadership when appropriate; establish good working relations with others. • Capacity to manage time, prioritise workload, balance urgent & important demands, follow instructions. Understand importance & impact of information systems. • Shows critical & enquiring approach to knowledge acquisition, commitment to self-directed learning & reflective/analytical approach to practice. 		Application Form Interview
SPECIAL FACTORS		
<ul style="list-style-type: none"> • Satisfactory Vetting/Barring Scheme • Up to date clinical experience and fit to practice safely. • Meets professional health requirements (in line with GMC standards/Good Medical Practice). 		Application form References RTW checks Access NI Checks Application form Pre-employment health screening
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 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

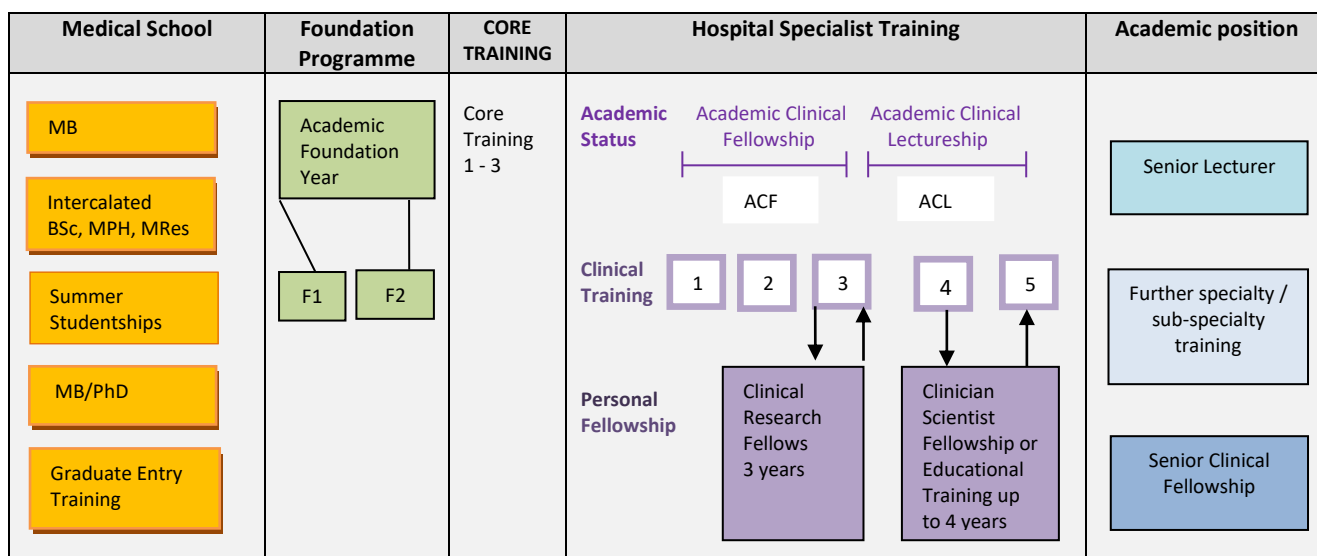
EMPLOYEE SPECIFICATION SELECTION CRITERIA

- 1 'when evaluated' is indicative, but may be carried out at any time throughout the selection process
- 2 '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.
- 3 Any time periods specified in this person specification refer to full time equivalent

ACADEMIC TRAINING PATH

Northern Ireland

CCT



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.

Hospital Specialty 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 six months of submission.

GP ACF/ACL:

Trainees already appointed at ST2 or above are eligible to apply. Trainees who have undertaken postgraduate research (PhD or MD) should have already submitted their thesis, or be within six months of submission.

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