

Candidate Information Pack

Senior Academic GP



Primary Care Research Centre

School of Primary Care, Population Sciences and Medical Education
Faculty of Medicine

Part of the

**RUSSELL
GROUP**

Candidate Information Pack

Senior Academic GP

Post title:	Clinical Professor/Clinical Associate Professor in Primary Care		
Schools:	Primary Care, Population Sciences and Medical Education		
Faculty:	Faculty of Medicine (FoM)		
Career Pathway:	Clinical	Level:	Consultant
Salary:	£88,364	To	£99,425
Clinical category:	Balanced portfolio		
Posts responsible to:	Head of School		
Posts responsible for:	Research Staff and Postgraduate Research Students as appropriate		

Particulars of appointment

The Faculty of Medicine wishes to appoint a **Clinical Professor/Clinical Associate Professor in Primary Care** hosted in the **Primary Care Research Centre (PCRC)**.

The **PCRC** is part of the School of Primary Care, Population Sciences and Medical Education (PPM), within the Faculty of Medicine, and provides an energetic, productive and nurturing research environment. We aim to produce world-leading research, informed by patient and public involvement (PPI), working with health professionals and policy makers and developing research students, to strengthen primary care practice and improve patient outcomes. In the 2021 Research Excellence Framework (REF), Southampton PCRC achieved the highest rating in our unit of assessment for outputs with a Grade Point Average of 3.71 and 94% considered as 'internationally excellent' or 'world leading'. Southampton PCRC is a member of the [NIHR School for Primary Care Research](#).

We are looking to appoint an enthusiastic GP clinical academic who will develop a programme of high-quality research in an area that complements our [PCRC research themes](#) (and further information below). We are seeking an experienced clinical academic GP with an existing or emerging national or international reputation in this discipline. The postholder will be expected to lead and co-ordinate substantial research projects of strategic importance, have experience of successfully obtaining funding for research and a track-record of publishing research findings in high quality peer reviewed journals. The successful candidate will also be expected to contribute to the delivery of teaching to both undergraduate medical students and postgraduate students and provide academic supervision to researchers wishing to undertake PhD/MDs.

SCHOOL INFORMATION

Primary Care, Population Sciences and Medical Education (PPM) is one of five Schools in the Faculty of Medicine (Head of School, Professor Julie Parkes). PCRC is the largest group in PPM, which also contains a Public Health group, Medical Education group, and NIHR Research Design Service (RDS) South Central.

The School encompasses a wide range of academic disciplines for applied health research: clinical primary care and public health; epidemiology; medical statistics, qualitative methods, health economics, and health psychology. There is a single management and administrative structure with bi-monthly team meetings of all senior academic staff, responsible for policy, strategic planning, and research oversight with strategic Away Days. We have strong research collaborations with relevant clinical disciplines in the Faculty of Medicine and methodologists and clinicians in other Faculties, (notably in Psychology, Medical Sociology, Statistics, Health Sciences and Geography).

Primary Care Research Centre

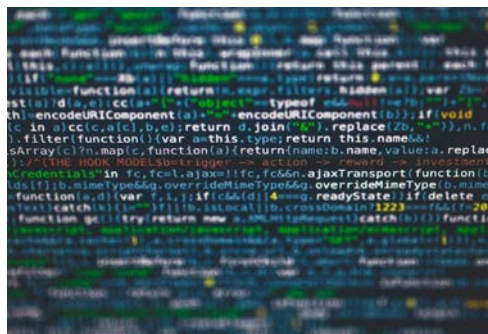
Research themes



Diagnosis and prognosis



Healthcare communication



Data Science



Improving use of medicines



Supporting self-management

Content areas

Infections and antibiotics
Healthy ageing

Long-term conditions
Integrative healthcare

PRIMARY CARE RESEARCH CENTRE

PCRC has 10 senior staff (7 professors, 3 associate professors), plus 4 clinical lecturers, 20 other postdoctoral researchers, 7 doctoral students, and 30 research staff.

Our **research strategy** is built on strengths in **five overlapping themes** and four cross-cutting clinical areas of focus.

Research Themes:

- **Supporting self-management:** Addressing increasing needs for self-management of infections, including new viruses, non-communicable long-term conditions, and disability, for an ageing population facing increasing multimorbidity, frailty, and polypharmacy. It builds on our close links with Psychology and international reputation for developing and evaluating digital interventions.
- **Improving use of medicines:** This includes studies describing medicine use and associated outcomes, qualitative studies of patient and prescriber perspectives, and trials evaluating effectiveness of medicines and optimal use (including deprescribing where appropriate).
- **Healthcare communication:** Improving patient outcomes by optimising healthcare interactions, including developing tools to enhance empathy and positive messages, evaluating agenda-setting within consultations, and detailed conversation analysis of video- and audio-recorded consultations to improve communication.
- **Diagnosis and prognosis:** This includes prospective observational studies, routine data studies, qualitative studies, diagnostic studies and randomised trials to improve the management of common conditions in primary care. Ongoing studies focus on diagnosis and prognosis of COVID-19, sore throat, urinary tract infection (UTI), asthma and chronic obstructive pulmonary disease (COPD), mental health problems, atrial fibrillation (AF), and cancer.
- **Data Science:** Uses large volumes of complex, heterogenous, multi-dimensional and often unstructured dataset from different sources with the aim of understanding patterns, trends, and associations of risk factors, preventive and curative interventions, and diseases to inform improve health and wellbeing at population level. We use sophisticated statistical methods alongside artificial intelligence algorithms to draw insights on real-world problems.

Cross cutting these themes are our main clinical areas of:

- **Infections and antibiotic stewardship**
- **Long-term conditions** (respiratory; mental health; skin; gastrointestinal; musculoskeletal; cancer; cardiovascular etc.)
- **Healthy ageing**
- **Integrative health care**

Research Students

Currently we have 7 PPM doctoral students registered in the Faculty, all jointly supervised by two or more academics. In addition, we have 8 students jointly supervised, but registered with other groups (mainly Health Psychology and Health Sciences), arising from our extensive collaborations. We support and attract research students through:

- Membership of the NIHR School for Primary Care Research, giving access to annually awarded non-clinical PhD studentships and Primary care focussed research training;
- Being one of 10 departments nationally to be awarded Wellcome-funded Clinical PhD fellowships for GP doctorates;
- Ensuring all investigators undergo EDI and supervisor training to maximise capacity;
- The Associate Dean for Research's programme of workshops and individual support for applications for external fellowships including mock interviews.

Our doctoral students undertake individualised learning needs analyses within a month of enrolment and agree tailored training and an annual formal assessment with an adviser outside the supervisory team. PPM provides funding for training and conference attendance and holds a very successful annual PhD presentation conference.

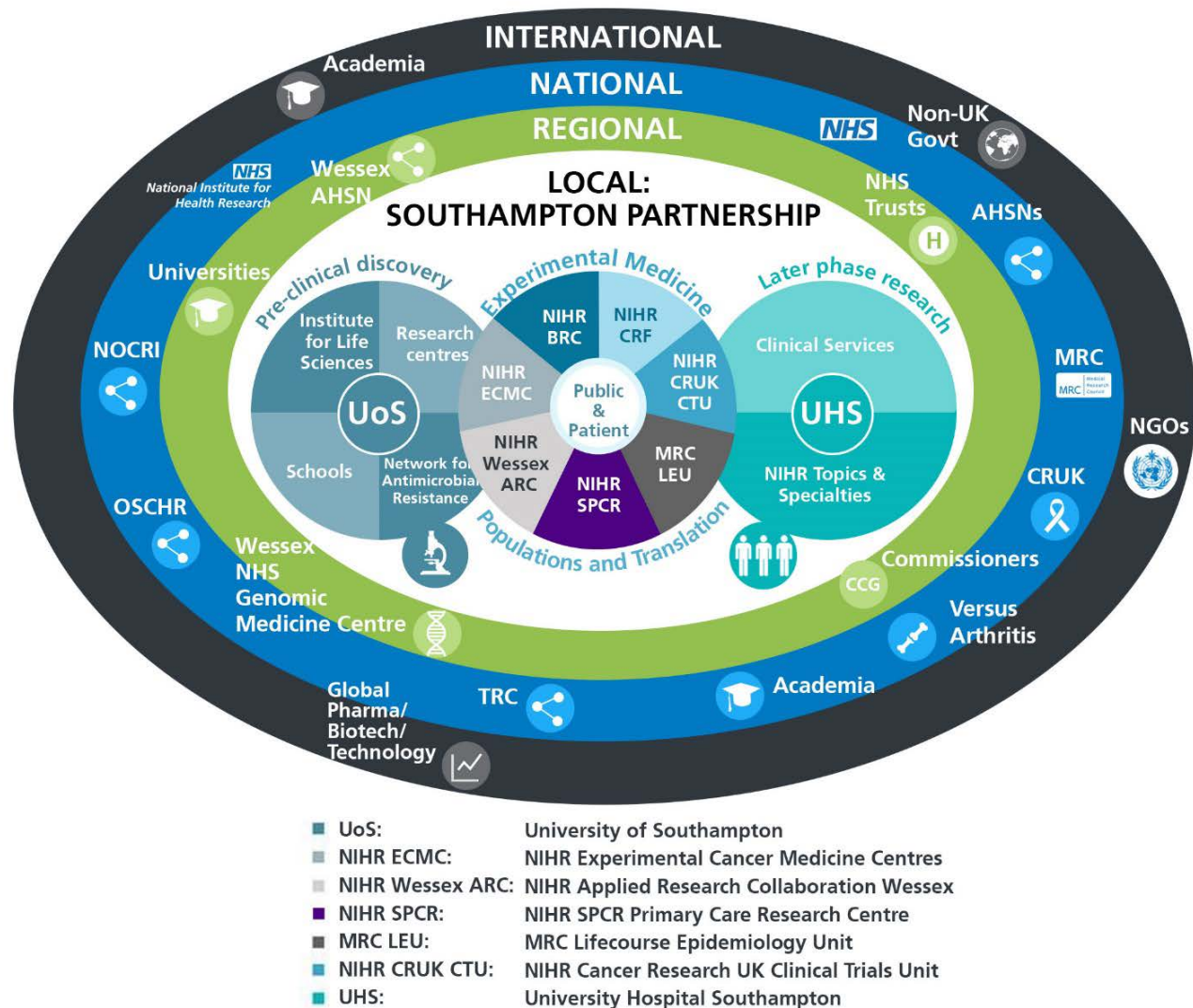
Students receive training and support in PPI, and access to Faculty generic research methods training and pastoral support through programmes run by the Graduate School and Southampton Clinical Academic Training Scheme.



FACULTY OF MEDICINE

The Faculty of Medicine celebrated its 50th Anniversary in 2021. The creation of the Faculty of Medicine enabled the building of strong foundations of basic and clinical research. Working with colleagues across the University and in the local NHS we are a renowned centre for primary care and translational research, leading innovative learning, discovery, dissemination and implementation for better health. Key to the success of the Faculty of Medicine is the delivery of high-quality education for undergraduate and postgraduate students.

The PCRC and the wider Faculty of Medicine operate as part of a highly-functioning collaborative network locally, regionally, nationally and internationally.



UNIVERSITY OF SOUTHAMPTON

The University of Southampton is a leading research-intensive University, a member of the Russell Group and one of the top 100 universities worldwide. We deliver an excellent educational experience, world-leading research and we are known for successfully commercialising that research through enterprise.

This is an exciting time to join the University of Southampton. We have an aspirational University Strategy www.southampton.ac.uk/strategy, setting out our ambitions over the next five years. The strategy involves achieving a top 10 place in the UK for research, which we will achieve by investing in the highest quality staff and facilities. We are also transforming the education offer available to undergraduate and postgraduate students across the University, providing greater flexibility and modular courses, with a strong international focus.

Southampton Behaviours



The Student Experience

We offer a range of undergraduate programmes: the BM4 programme, a graduate-entry four-year programme which accepts 48 students per year; and the BM5 and BMedSc programme which accepts 200 students per year including approximately 30 students from a BM6 programme aimed at widening access to a medical career. Students also join the first two years for teaching in Southampton on the BM(EU) Programme, an affiliation with a German Medical school in Kassel. Biomedical/ Psychosocial Teaching in the first two years of the BM programmes is delivered in the South Block of Southampton General Hospital as well as on Highfield campus. Clinical teaching takes place at Southampton General Hospital and the adjoining Princess Anne Hospital, the Royal South Hants Hospital, and in NHS Trusts and General Practices throughout Hampshire, Dorset, West Sussex and Salisbury.

The BM5 programme has several distinctive features. These include the integrated nature of teaching where the scientific disciplines are taught together in a clinical context using a systems-based approach and the BMedSc programme, a four-month supervised research project undertaken in Year 3. There is also the opportunity, for selected students, to undertake an integrated, intercalated Masters in Medical Science (MMedSc). The BM4 programme also has several key features. These include clinical topics in the first two years where students meet on a regular basis in Graduate Groups and learning with BM5 students in the third and fourth years on all clinical attachments. All students take the same final examinations. All programmes have substantial clinical experience in the first two years, student selected components, dispersed final year attachments, work shadowing prior to commencing a Foundation post and inter-professional learning.

In addition to the undergraduate BM programmes the School of PPM provides four Masters Degree programmes in Public Health, Allergy, Genomics and Diabetes plus an MRres.

Enterprise

The Faculty of Medicine Enterprise Strategy is fully aligned to the University Enterprise Strategy to provide a step change to its enterprise and innovation culture, delivering global outreach, community engagement, innovative healthcare and policy. We work with all stakeholders from industry and pharma to health providers and the community.

Equality, Diversity and Inclusivity

We are committed to positively advancing equality of opportunity. We participate in a number of equality initiatives which celebrate good employment practice for the advancement of diversity, equality and inclusivity. These include the Stonewall Workplace Equality Index, the Race Equality Charter and Athena Swan, (for which we are currently silver award holders). We also have a number of staff equality committees who champion the advancement of equalities for diverse groups.

Primary Care Research Centre – Senior Staff

Deputy Head of PPM and Head of the Primary Care Research Centre: [Professor Hazel Everitt](#)

Deputy Head Research: [Professor Nick Francis](#)

[Professor Paul Little](#)

[Professor Tony Kendrick](#)

[Professor Michael Moore](#)

[Professor Geraldine Leydon](#)

[Professor Miriam Santer](#)

[Associate Professor Adam Geraghty](#)

[Associate Professor Ingrid Muller](#)

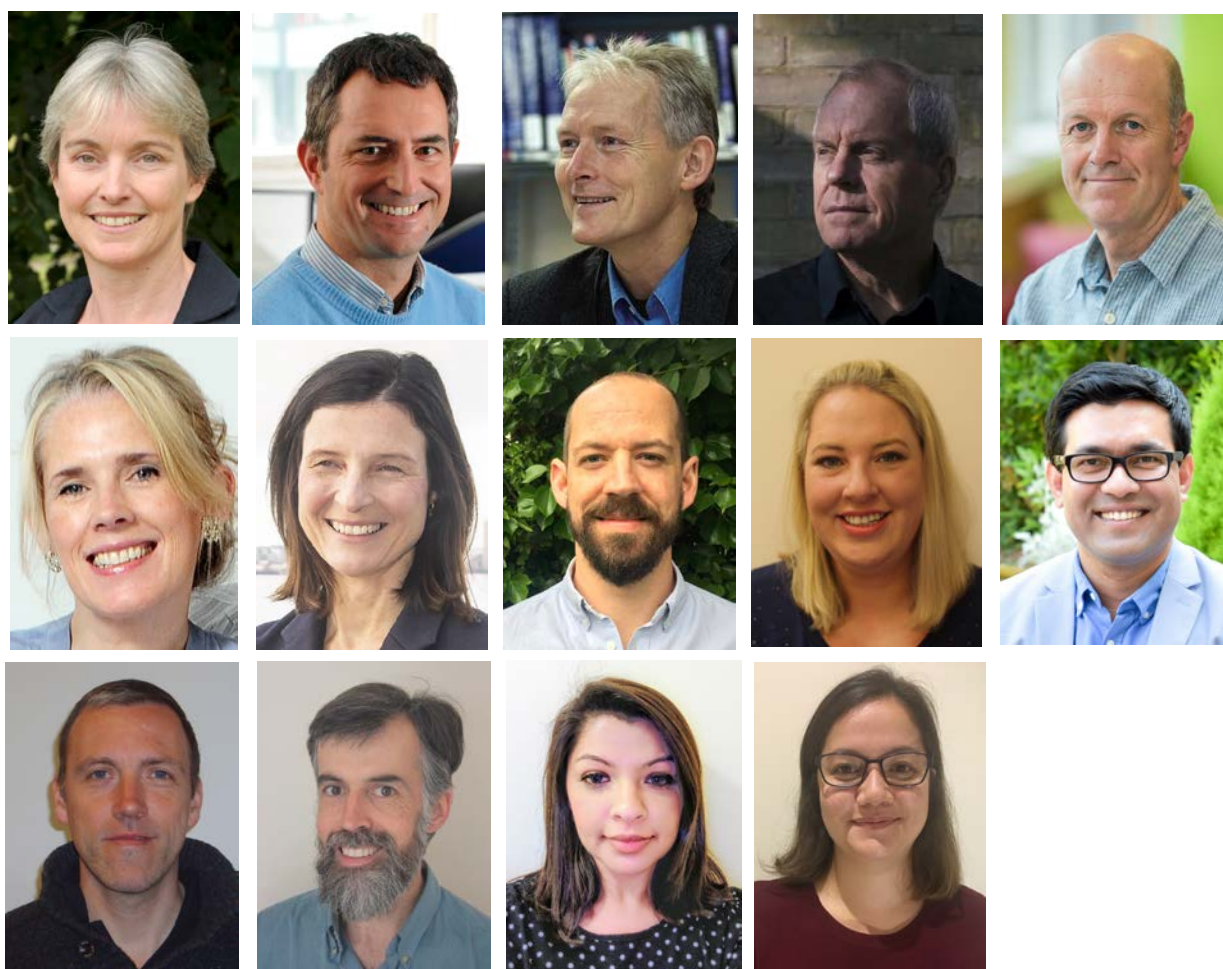
[Associate Professor Nazrul Islam](#)

[Clinical Lecturer: Dr Mark Lown](#)

[Clinical Lecturer: Dr Merlin Willcox](#)

[NIHR Clinical Lecturer: Dr Hajira Dambha-Miller](#)

[NIHR Clinical Lecturer: Dr Sara McKelvie](#)



Top row L-R: Hazel Everitt, Nick Francis, Paul Little, Tony Kendrick, Michael Moore.

Middle row L-R: Geraldine Leydon, Miriam Santer, Adam Geraghty, Ingrid Muller, Nazrul Islam.

Bottom row L-R: Mark Lown, Merlin Willcox, Hajira Dambha-Miller, Sara McKelvie.

Job Description and Person Specification

Last updated: 31/10/2022

JOB DESCRIPTION

Post title:	Clinical Associate Professor of Primary Care Research		
Academic Unit/Service:	Primary Care, Population Sciences and Medical Education		
Faculty:	Medicine		
Career Pathway:	Clinical	Level:	Cons
*ERE category:	Balanced Portfolio		
Posts responsible to:	Head of School		
Posts responsible for:	Junior Staff and students as appropriate		
Post base:	Office-based		

Job purpose
<p>To undertake high quality primary care research in line with the research strategy of the Primary Care Research Centre within the School of Primary Care, Population Sciences and Medical Education (PPM), Faculty of Medicine.</p> <p>To support the academic unit by promoting research and education and delivering the strategy of the Faculty.</p>

Key accountabilities/primary responsibilities	% Time
<p>1. To lead a coherent programme of primary care research aligned with the current/future priorities and interests within the Primary Care Research Centre (PCRC). To work collaboratively with the School/university/externally.</p> <p>To develop ideas, submit grant proposals and lead funded research projects. Research to be shown to align with National Institute of Health Research (NIHR) and School of Primary Care Research (SPCR) research strategies.</p> <p>Publish in high level academic journals to evidence output</p>	50%
<p>2. Participate in undergraduate and postgraduate education within the Faculty, with a focus on postgraduate research, in keeping with this role. Supervise PhD, MD, MSc students as well as third-year medical student research projects.</p> <p>Maintaining personal professional development.</p>	20%
<p>3. Contribute to the efficient leadership, management and administration of the primary care research centre and School of Primary Care, Population Sciences and Medical Education as required by the Head of Unit and Dean of Faculty. To make appropriate strategic contributions to the Unit Faculty and University.</p>	10%
<p>4. Provide mentorship where appropriate for colleagues and early in career researchers both clinical and non-clinical.</p>	5 %

Key accountabilities/primary responsibilities		% Time
5.	To contribute to national/international activities that help develop or build reputation in the applicant's field of expertise.	5 %
6.	To develop external relationships with investigators (Southampton and wider), regulatory bodies, funding agencies, other parts of the University and international academia and in order to promote and develop PCRC to maintain and expand its portfolio of studies.	5 %
7.	Any other duties that fall within the scope of the post as allocated by the line manager following consultation with the post holder.	5%

Internal and external relationships
<p>The post-holder will develop collaborative relationships in with academic staff within the Faculty, elsewhere in the University, nationally and internationally</p> <p>Internally: contribute to senior management committees in PCRC and PPM</p>

Special Requirements
<p>Represent PCRC, PPM, Faculty and University on committees of external bodies including funding agencies and Government committees.</p> <p>Willing to participate in undergraduate and postgraduate education and training.</p>

PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	<p>A practicing general practitioner with a primary medical qualification and full registration with the GMC</p> <p>Inclusion on GMC Specialist Register for GP.</p> <p>Doctorate (PhD or MD) in medicine or equivalent professional qualifications/experience.</p> <p>A strong interest in and detailed knowledge of primary care and conducting primary care research.</p> <p>Demonstrate excellence in research and research leadership in general practice in an academic setting.</p> <p>Track record of success in being awarded substantial national or international research grants.</p>	<p>Membership of Higher Education Academy</p> <p>Membership of national or international advisory bodies</p> <p>Involvement in national and international events</p> <p>Teaching qualification (PCAP or equivalent)</p> <p>A sustained record of excellence in teaching and learning activities.</p> <p>Research excellence within or complementary to the areas of research strength in the Group</p> <p>Significant national/ international reputation for academic excellence.</p>	<p>CV</p> <p>Application</p> <p>References</p> <p>Interview</p>
Planning and organising	<p>Proven ability to champion and oversee key contributions to faculty and/or University research, education and enterprise strategies.</p> <p>Proven ability to develop and lead research activities, grants and/or contracts of national importance.</p> <p>Ability to work independently and develop projects.</p>	<p>Proven ability to lead the development of education strategies in the faculty through ongoing leadership in the dissemination of knowledge and/or curriculum development.</p> <p>Proven ability to develop and lead research activities, grants and/or contracts of international importance.</p>	<p>CV</p> <p>Application</p> <p>References</p> <p>Interview</p>
Problem solving and initiative	<p>Proven ability to implement successful change management initiatives.</p>	<p>Proven ability to formulate strategic plans that reflect and support the priority needs of the faculty and University.</p>	<p>CV</p> <p>Application</p> <p>References</p> <p>Interview</p>
Management and teamwork	<p>Proven ability to oversee people and resource management processes in order to deliver key education, research and enterprise activities.</p> <p>Proven ability to recognise and deal with obstacles and difficulties so that the team can deliver.</p>	<p>Proven ability to demonstrate leadership abilities in Higher Education and to raise performance standards through own work areas.</p> <p>Proven ability to make a sustained contribution to academic leadership at discipline, academic unit and faculty level.</p>	<p>CV</p> <p>Application</p> <p>References</p> <p>Interview</p>
Communicating and influencing	<p>Proven ability to establish and build major relationships with stakeholders.</p> <p>Proven ability to act as the main figurehead for key activities, developing important national contacts.</p>	<p>Proven ability to act as the main figurehead for key activities, developing important international contacts.</p>	<p>CV</p> <p>Application</p> <p>References</p> <p>Interview</p>

	<p>Able to contribute to the development of the University's profile in the UK and internationally.</p> <p>Proven ability to use influence to develop positions or strategies.</p>		
Other skills and behaviours	<p>Compliance with relevant Health & Safety issues</p> <p>Positive attitude to colleagues and students</p>		<p>CV</p> <p>Application</p> <p>References</p> <p>Interview</p>
Special requirements	<p>Able to attend national and international conferences as required.</p>		<p>CV</p> <p>Application</p> <p>References</p> <p>Interview</p>

JOB HAZARD ANALYSIS

Is this an office-based post?

<input checked="" type="checkbox"/> Yes	If this post is an office-based job with routine office hazards (eg: use of VDU), no further information needs to be supplied. Do not complete the section below.
<input type="checkbox"/> No	If this post is not office-based or has some hazards other than routine office (eg: more than use of VDU) please complete the analysis below. Hiring managers are asked to complete this section as accurately as possible to ensure the safety of the post-holder.

- HR will send a full PEHQ to all applicants for this position. Please note, if full health clearance is required for a role, this will apply to all individuals, including existing members of staff.

ENVIRONMENTAL EXPOSURES	Occasionally (<30% of time)	Frequently (30-60% of time)	Constantly (> 60% of time)
Outside work			
Extremes of temperature (eg: fridge/ furnace)			
## Potential for exposure to body fluids			
## Noise (greater than 80 dba - 8 hrs twa)			
## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below:			
Frequent hand washing			
Ionising radiation			
EQUIPMENT/TOOLS/MACHINES USED			
## Food handling			
## Driving university vehicles(eg: car/van/LGV/PCV)			
## Use of latex gloves (prohibited unless specific clinical necessity)			
## Vibrating tools (eg: strimmers, hammer drill, lawnmowers)			
PHYSICAL ABILITIES			
Load manual handling			
Repetitive crouching/kneeling/stooping			
Repetitive pulling/pushing			
Repetitive lifting			
Standing for prolonged periods			
Repetitive climbing (ie: steps, stools, ladders, stairs)			
Fine motor grips (eg: pipetting)			
Gross motor grips			
Repetitive reaching below shoulder height			
Repetitive reaching at shoulder height			
Repetitive reaching above shoulder height			
PSYCHOSOCIAL ISSUES			
Face to face contact with public			
Lone working			
## Shift work/night work/on call duties			

Job Description and Person Specification

Last updated: 31/10/2022

JOB DESCRIPTION

Post title:	Clinical Professor of Primary Care Research		
Academic Unit/Service:	Primary Care, Population Sciences and Medical Education		
Faculty:	Medicine		
Career Pathway:	Clinical	Level:	Cons
*ERE category:	Balanced Portfolio		
Posts responsible to:	Head of School		
Posts responsible for:	Junior Staff and students as appropriate		
Post base:	Office-based		

Job purpose
<p>To lead high quality primary care research in line with the research strategy of the Primary Care Research Centre within the School of Primary Care, Population Sciences and Medical Education (PPM), Faculty of Medicine.</p> <p>To support the academic unit by promoting research and education and delivering the strategy of the Faculty.</p>

Key accountabilities/primary responsibilities	% Time
<p>8. To lead a coherent programme of primary care research aligned with the current/future priorities and interests within the Primary Care Research Centre (PCRC). To work collaboratively with the School/university/externally. To develop ideas, submit grant proposals and lead funded research projects. Research to be shown to align with National Institute of Health Research (NIHR) and School of Primary Care Research (SPCR) research strategies. Publish in high level academic journals to evidence output</p>	50%
<p>9. To develop the education and learning within the Faculty, with a focus on postgraduate research, in keeping with this role. Supervise PhD, MD, MSc students as well as third-year medical student research projects. Participate in undergraduate and postgraduate education. Maintain personal professional development.</p>	20%
<p>10. Contribute to the efficient leadership, management and administration of the primary care research centre and School of Primary Care, Population Sciences and Medical Education as required by the Head of Unit and Dean of Faculty. To make appropriate strategic contributions to the Unit Faculty and University.</p>	10%
<p>11. Provide mentorship where appropriate for colleagues and early in career researchers both clinical and non-clinical.</p>	5 %
<p>12. Contribute to prestigious national/international bodies and/or activities that help build reputation in the applicant's field of expertise</p>	5 %
<p>13. To develop external relationships with investigators (Southampton and wider), regulatory bodies, funding agencies, other parts of the University and international academia and in order to promote and develop PCRC to maintain and expand its portfolio of studies.</p>	5 %

Key accountabilities/primary responsibilities		% Time
14.	Any other duties that fall within the scope of the post as allocated by the line manager following consultation with the post holder.	5%

Internal and external relationships

The post-holder will develop collaborative relationships with academic staff within the Faculty, elsewhere in the University, nationally and internationally
Internally: contribute to senior management committees in PCRC and PPM

Special Requirements

Represent PCRC, PPM, Faculty and University on committees of external bodies including funding agencies and Government committees.
Willing to participate in undergraduate and postgraduate education and training.

PERSON SPECIFICATION

Criteria	Essential	Desirable	How to be assessed
Qualifications, knowledge and experience	<p>A practicing general practitioner (GP) with a primary medical qualification and full registration with the GMC</p> <p>Inclusion on GMC Specialist Register for GP.</p> <p>Doctorate (PhD or MD) in medicine or equivalent professional qualifications/experience.</p> <p>A strong interest in and detailed knowledge of primary care and conducting primary care research.</p> <p>Demonstrate excellence in research and research leadership in general practice in an academic setting.</p> <p>Significant national/ international reputation for academic excellence.</p> <p>Track record of success in being awarded substantial national or international research grants.</p>	<p>Membership of Higher Education Academy</p> <p>Membership of national or international advisory bodies</p> <p>Involvement in national and international events</p> <p>Teaching qualification (PCAP or equivalent)</p> <p>A sustained record of excellence in teaching and learning activities.</p> <p>Research excellence within or complementary to the areas of research strength in the Group</p>	<p>CV</p> <p>Application</p> <p>References</p> <p>Interview</p>
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Ionising radiation			
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Gross motor grips			
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Repetitive reaching above shoulder height			
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Lone working			
## Shift work/night work/on call duties			