Clinical Information Pack

Academic Consultant

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| Post title: | **Associate Professor in Psychiatry of Older Age** |
| School: | Clinical and Experimental Sciences (CES) |
| Faculty: | Faculty of Medicine (FoM) |
| Career Pathway: | Clinical  | Level: | Consultant |
| Salary: | £105504 pa | To | £139882 pa |
| Total number of PA’s | 10 (for a full-time post) |
| Associated NHS Trust | Hampshire and Isle of Wight Healthcare NHS Foundation Trust(HIOWHC) |
| Clinical category: | Balanced portfolio |
| Posts responsible to: | Section Head, Clinical Neurosciences (University)Divisional Clinical Director for clinical work (HIOWHC) |
| Posts responsible for: | Research staff and postgraduate research students as appropriate |

**Particulars of Appointment**

The Faculty of Medicine, University of Southampton and Hampshire and Isle of Wight Healthcare NHS Foundation Trust together wish to appoint an Associate Professor in Psychiatry of Older Age. The post-holder will have a growing record of research and publication and will be expected to develop their own programme of research, winning support from major national funding bodies. It is expected that the post-holder will contribute to academic leadership within the Faculty of Medicine and the Trust and enhance the quality of our research, enterprise and teaching including international partnerships. Clinical activities as an Honorary Consultant Psychiatrist will fall within the existing practice of the Older People’s Mental Health teams in the Mid and North Hampshire division of Hampshire and Isle of Wight Healthcare NHS Foundation Trust and the research team as appropriate.

**The 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 (see [www.southampton.ac.uk/strategy](http://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.

**The Faculty of Medicine**



The creation of the Faculty of Medicine has enabled us to build upon strong foundations of basic research and clinical translation. Working with colleagues across the University and in the local NHS we have strengthened our position as a renowned centre for translational research, leading innovative learning and discovery for better health across the life-course. In this context, we are looking to appoint an outstanding senior academic to develop and lead a major programme of funded clinical research in Psychiatry of Older Age, complimenting existing expertise in neurodegeneration and neuroinflammation, and extending research capability into other areas.

Key to the success of the Faculty of Medicine is the delivery of high-quality education for undergraduate and postgraduate students, building on our partnership in biomedical research with Hampshire and Isle of Wight Healthcare NHS Foundation Trust. The new senior academic in Psychiatry of Older Age will play a key role in these developments.

The Faculty will be celebrating its 50th anniversary in 2026. It is now reputed for its excellence in research, innovative clinical teaching, and enterprise and is a vibrant pillar of the South of England community.

**The Student Experience**

We offer a range of undergraduate programmes: the BM4 programme, a graduate-entry four-year programme which accepts around 40 students per year; and the BM5 and BMedSc programme which accepts over 250 students per year, including approximately 30 students from a BM6 programme aimed at widening access to a medical career. Science teaching in the first three years of the BM programmes is delivered mainly in the South Block of Southampton General Hospital as well as the Life Sciences Building 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 a number of 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, and a 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 a number of 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 intermediate and 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 provides Master’s Degree programmes, in Public Health, Allergy, and Genomic Medicine.

**Research and Enterprise**

The Faculty of Medicine has a clear research strategy to investigate the biomedical basis of common human diseases and to translate this into clinical practice. All research undertaken within the Faculty has clear evidence of international excellence and is delivered through appropriate Faculty Schools.

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.



**Southampton Behaviours**



**School Information**

**Clinician and Experimental Sciences (CES)**

Our research spans numerous clinical areas, including major human infectious diseases and diseases that affect the central nervous system, eyes, gastrointestinal tract, joints, liver, lungs, skin and urogenital tract. We focus on important common chronic inflammatory conditions such as age related macular degeneration, allergy, asthma, chronic obstructive pulmonary disease, Crohn's disease, psoriasis, and rheumatoid arthritis, and on psychiatric illness including affective disorders, alcohol use disorders, impulsive-compulsive disorders, and neurodegenerative conditions such as Alzheimer's disease Lewy Body dementia.

Our key strengths include our ability to exploit cross-cutting themes and to study disease mechanisms from the molecular level to the whole patient. We conduct clinical trials, with both commercial and non-commercial partners, where insights from basic science in the laboratory are now underpinning novel treatments, gene therapies and stem cell research. We value cross-disciplinary and industrial collaborations that promote ‘joined-up thinking' to support and accelerate our research progress, through access to novel expertise and technologies.

**Clinical Research Infrastructure in Southampton**

There is comprehensive provision for clinical and translational research in Southampton: This includes an NIHR accredited Clinical Trials Unit, the Wessex Clinical Research Network for late phase trials, the Cancer Research UK Clinical Research Unit for early phase trials, the Southampton Experimental Medicine Cancer Centre to support translational research, and the NIHR Biomedical Research Facility.

Specific to Psychiatry of Older Age, there is an existing strong partnership with Hampshire and Isle of Wight NHS Foundation Trust who host a Clinical Trials Unit called the Memory Assessment and Research Centre (MARC). MARC is a world-renowned unit that has led dementia clinical trials for over three decades.

**Hampshire and Isle of Wight Healthcare NHS Foundation Trust**

HIOW Healthcare NHS Foundation Trust is one of the largest Foundation Trusts in the UK, specialising in mental health, adult and child community health, and learning disabilities. The trust’s vision is to transform the delivery of care across Hampshire and the Isle of Wight by creating a sustainable care system working closely with acute trusts, social services and emerging primary care consortia to develop an integrated neighbourhood working approach. The Trust also provides specialist mental health services to a wider population in southern England via NHS specialist services commissioning arrangements. These include adolescent in-patient services, perinatal mental health care, and adult and adolescent forensic services. The trust provides NHS Talking Therapies for Hampshire. The Trust has a positive working relationship with the University of Southampton and an active programme of Research sitting within the [Academy of Research and Improvement](https://academy.hiowhealthcare.nhs.uk/) . It is committed to education of healthcare professionals. For more information see [Hampshire and Isle of Wight Healthcare NHS Foundation Trust](https://hiowhealthcare.nhs.uk/) website.

**Principal duties of the post**

The principal purpose of this appointment is for the post-holder to develop a programme of clinical and translational research in Psychiatry of Older Age, in collaboration with colleagues in Clinical Neurosciences and the Research team, including the [Memory Assessment and Research Centre](https://www.marctrials.org/).

A full time post would comprise five clinical and 5 academic programmed activities (PAs). Protected time for maintenance of Continuing Medical Education and Continuing Professional Development, as recommended by the Royal College of Psychiatrists, will be equally split between the two components. Each PA has a timetable value of 4 hours and each PA may include a combination of duties. The post is potentially suitable for less-than-full-time work, with a balance of clinical and academic components.

Clinical academic staff are managerially accountable for their clinical duties to the designated divisional Medical Director within Hampshire and Isle of Wight Healthcare NHS Foundation Trust (and successor organisations). An integrated job plan will be agreed within 3 months of starting the post, which will include an appropriate balance of direct clinical care and supporting professional activities. The post holder will undergo annual joint academic-clinical appraisal, and six-month performance reviews.

The Trust would issue an honorary contract for clinical sessions as an Honorary Consultant in Older Person’s Mental Health. The Job Plan will reflect the balance of clinical and academic contributions. The appointee will typically work on fixed days for the Trust, delivering two whole days. The clinical role will be based on service need. The Trust would not seek to change the clinical role outside formal job planning, and only with the agreement of all parties. A formal job plan review would be required if either the Trust or the appointee seeks to take on additional SPA responsibilities, such as educational supervision of clinical trainees or a formal postgraduate teaching role.

***Training***

The post-holder will have responsibility for the training and supervision of staff who work with them and they will devote time to this activity on a regular basis. Undergraduate medical students from University of Southampton Faculty of Medicine are taught throughout the Trust and the postholder is required to participate in formal and informal undergraduate clinical teaching. The postholder is also required to participate in the training programmes of core and higher trainees, and the teaching of postgraduates and nurses.

***Clinical Effectiveness, Continuous Improvement and CPD***

The post-holder will be expected to contribute to the clinical effectiveness and continuous improvement activities of the Trust, including specialty regional and national audit programmes. The post-holder will also be expected to undertake the activities necessary to fulfil Continuing Professional Development (CPD) requirements: to assist in the process of annual assessment and review, and to keep a folder documenting CPD and personal development activities undertaken, as required by the Royal College of Psychiatrists.

***Management Duties***

Clinical academic staff are managerially accountable for their clinical duties to the Divisional Clinical Director, who has overall responsibility for the services within the division. The post-holder will have clinical responsibility for the patients within their mental health team.

***Administrative Duties***

The post-holder will be required to undertake the administrative duties associated with the care of patients and the running of the clinical team. There are secretarial staff in the mental health teams, to which the post-holder will have access for clinical duties. Office space will be provided at Parklands House for clinical duties, the Research Facilities within the Trust, and College Keep where academic secretarial support is available. The post-holder will be required to travel as necessary between Units.

Job Description and Person Specification

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| Academic Responsibilities |
| To undertake clinical and basic research in the specialty of psychiatry of older age, in line with the Faculty and CES research strategy, to teach at undergraduate and postgraduate level, and to undertake leadership, management and engagement activities. |

| Key accountabilities/primary responsibilities | % Time |
| --- | --- |
| 1.
 | Plan and coordinate a broad **research** programme in an area of recognised excellence for the University and the Trust. Act as Chief/ Principal Investigator on projects, responsible for defining original research objectives, developing and managing staff, and attracting funding. Develop and oversee the application of innovative and creative research methodologies and techniques that add to the knowledge/understanding of the subject area. Supervise and develop post-graduate DM/PhD research students, NIHR and other Clinical Academic Fellows. | 25 % |
|  | Develop and sustain a national and international reputation for **research** and the enhancement of learning and teaching practice by the regular dissemination and explanation of findings through leading peer-reviewed publications, major conferences, or exhibiting work at other appropriate events. Engage in external academic activities in accordance with the Faculty and Trust research strategy and which enhance the Faculty/ Trustnational/international research profile, e.g. membership of committees of academic bodies, external examining, journal editorships, etc. | 5 % |
|  | Manage administrative tasks associated with specified **research** funding, including risk assessment of programme activities, leading project meetings and preparation of annual reports. Management of procedures required to ensure accurate and timely formal reporting and financial control. | 5 % |
|  | Contribute to the development of **teaching** and learning activities of the Faculty and School. Deliver teaching of the highest quality across a range of modules and to all levels, through lectures, tutorials, practicals and seminars.  | 5 % |
|  | Take responsibility for overseeing, developing and promoting new **teaching** and learning approaches and material, which create interest, understanding and enthusiasm amongst students. Directly supervise students, providing expert advice on learning best practice and helping with learning problems. Identify the learning needs of students and define learning objectives. Promote the use of appropriate media to support student learning. Set and mark coursework and exams, providing constructive feedback to students.  | 5 % |
|  | Contribute to the development of research, teaching and learning strategies in the Faculty and School.Provide expert advice and subject leadership to other staff and students, including research supervision.Take on appropriate Faculty and School coordinating roles to advance student academic development, e.g. act as Senior Tutor, Head of Teaching Programme, Coordinator of Programmes at undergraduate or postgraduate levels, etc.Any other duties as allocated by the line manager following consultation with the post holder. | 5 % |

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| Clinical Responsibilities |
| To undertake patient-facing activity within local mental health services, in line with Trust overall and divisional strategic objectives, to provide clinical leadership, to supervise a multi-disciplinary team, and to undertake relevant governance and management activities. The postholder would undertake two days of face-to-face clinical work each week: all components of the Job Plan being reviewed and agreed jointly by University and Trust line managers. |

| Key accountabilities/primary responsibilities – Clinical  | % Time |
| --- | --- |
|  | The post will comprise five clinical and five academic programmed activities (PAs) for a full-time post (and balanced contributions if working less than full time).The Job Plan will be reviewed regularly with the relevant Trust divisional medical director. The appointee will be appraised annually jointly, with the University of Southampton and HIOW Trust, and have interim six-month performance reviews. The post-holder will participate in the out of hours consultant cover rota in Older People’s Mental Health, on a pro rate basis The post-holder and other consultant colleagues will be expected to cover each other’s absences on annual or study leave as far as is practicable**Job Plan (for a 1.0 WTE post)**

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| --- | --- |
| Clinical sessions (including SpA) (outpatient/inpatient) | 5 |
| Academic | 5 |

On-call responsibility allowance 3%Of the 5 clinical PAs, 4 would be for direct clinical care, and 1 for supporting PA. **Weekly Timetable** This timetable is indicative for a WTE role and may be amended according to the sub-speciality expertise of the post-holder. All clinical duties will be delivered in the Mid/North Hampshire OPMPH CMHT in BasBasingstoke.

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| **Day** | **AM duties** | **PM duties** |
| Monday (2 PA) | Clinical – DCC - patient reviews | Clinical - Admin |
| Tuesday(2 PA) | Academic | Academic |
| Wednesday(2 PA) | Clinical - MDT | Clinical - SPA |
| Thursday (2 PA) | Clinical – DCC – patient reviews /Admin | Academic |
| Friday(2 PA) | Academic | Academic |

 | 50 % |

| Internal and external relationships |
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| Member of the School Board, Examination Board and of such Faculty and School committees relevant to their administrative duties. The post holder will take a leading role in the setting of strategic objectives for the research theme of which they are a member. Teaching and administrative responsibilities will be allocated by the Head of Clinical Neurosciences, within the context of the teaching programmes agreed by the School Learning and Teaching Committee.Participate as an honorary consultant psychiatrist with Hampshire and Isle of Wight Healthcare NHS Foundation Trust (or successor organisation). |

| Special Requirements |
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| To attend national and international conferences for the purpose of disseminating research results.Enhanced DBS clearance is required. |

| Appraisal |
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| This will meet Royal College of Psychiatrists, GMC and University guidelines, and follow nationally agreed process with annual appraisals involving a Trust appraiser and the University line manager or their nominees. This carries an expectation of active involvement in audit, continuing professional development and revalidation in line with best practice in clinical governance.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 undertaken via e-learning and assessment). |

| Staff Benefits |
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| Working at the University of Southampton gives you access to a wide range of benefits in addition to our competitive rates of pay. Our core benefits include pension scheme membership; a generous annual leave allowance (supplemented by University closure days and public holidays) and excellent family leave arrangements (including maternity, paternity, adoption and parental leave).* Faculty Mentoring Scheme;
* Ability to remain in NHS pension scheme, subject to qualifying criteria;
* Discounted Sport and Wellbeing membership;
* Access to private dental and/or healthcare insurance;
* Cycle to work scheme
* Tax-Free childcare
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**Person Specification**

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| Criteria | Essential | Desirable | How to be assessed |
| Qualifications, knowledge and experience | Primary medical qualification and full registration with the GMC or equivalent organisation.Certificate of completed specialist training (CCT, or equivalent), or due for completion within 6 months.PhD or equivalent higher degree, including if submitted but not yet awarded.Knowledge of psychiatry of old age.Extensive track record of teaching at undergraduate and postgraduate level. Extensive track record of published research. | Well-established national and international reputation in psychiatry of old age.Teaching qualification (PCAP or equivalent).Membership of Higher Education Academy.Extensive track record of developing and disseminating successful learning approaches.Involvement in national and international events. | CVApplicationReferencesInterview |
| Planning and organising | Proven ability to plan and shape the direction of an area of research and teaching activity, ensuring plans complement broader research and education strategy.Proven ability to develop innovative research proposals and attract research funding.Proven ability to plan, manage, organise and assess own teaching contributions.  | Able to build research/teaching teams.Proven ability in the design of course units, curriculum development and new teaching approaches in the Academic Unit, taking primary responsibility for their quality.Able to contribute to the development of research and teaching policy within the Faculty and School. | CVApplicationReferencesInterview |
| Problem solving and initiative | Able to develop significant new concepts and original ideas within own field in response to issues of importance to the research area. |  | CVApplicationReferencesInterview |
| Management and teamwork | Able to mentor, manage, motivate and coordinate teaching/research teams, delegating effectively. Able to resolve performance issues and formulate staff development plans, where appropriate, to ensure team aims are met.Able to foster and develop good relationships between own School and the rest of the university. Able to monitor and manage resources and budgets.Work effectively in a team, understanding the strengths and weaknesses of others to help teamwork development. | Proven ability to manage and deliver own course units and team-taught course units.Proven ability to coach, advise and support others (staff and students) on learning and teaching issues.Able to work proactively with senior colleagues to develop cross-Academic Unit and institution cooperation and effectiveness.Able to contribute to the running of the School by managing significant processes. | CVApplicationReferencesInterview |
| Communicating and influencing | Communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience.Extensive track record of presenting research results at group meetings and conferences.Extensive track record of delivering lectures and seminars. | Able to engage counselling skills and pastoral care, where appropriate.Able to persuade and influence at all levels to foster and maintain relationships, resolving difficulties as they arise Able to provide expert guidance to colleagues in own team, other work areas and institutions to develop understanding and resolve complex problems.Able to negotiate for the Faculty and School on key issues.Able to develop and lead key communications strategies. | CVApplicationReferencesInterview |
| Other skills and behaviours | Compliance with relevant Health & Safety issues.Positive attitude to colleagues and students. |  | CVApplicationReferencesInterview |
| Special requirements | Able to attend national and international conferences to present research results.Enhanced DBS clearance required.  |  | CVApplicationReferencesInterview |

**JOB HAZARD ANALYSIS**

**Is this an office-based post?**

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| [ ]  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. |
| [x]  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.

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