Clinical Information Pack

Clinical Lecturer

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| Post title: | **NIHR Clinical Lecturer in Ophthalmology** |
| School: | Clinical and Experimental Sciences |
| Faculty: | Faculty of Medicine (FoM) |
| Career Pathway: | Clinical | Level: | \*AMNL/CADT |
| Salary: AMNL scale | £46,675 | To | £80,081 |
| Salary: CADT scale | £65,048 (ST3/CT3 to ST5) | To | £73,992 (ST6 to ST8) |
| Associated NHS Trust | University Hospital Southampton NHS Foundation Trust (UHS) |
| Clinical category: | Balanced portfolio |
| Posts responsible to: | Professor Andrew Lotery |
| Posts responsible for: | Research Staff and Postgraduate Research Students as appropriate |

*\*AMNL scale to be used if candidate at or above ST3 on 3 August 2016*

*CADT scale to be used if candidate below ST3 on 3 August 2016*

**Particulars of Appointment**

The Faculty of Medicine wishes to appoint an NIHR Academic Clinical Lecturer, hosted by one of the following clinical specialties: Ophthalmology or Paediatric Surgery

The post is intended for an applicant who is in medical training within any of these specialties, with the specialty of the final (single) post dependent on the successful applicant.

The applicant will have a higher research degree (or have submitted for such a degree at the time of application) and appropriate research experience.

The post is subject to terms and conditions of service determined by the University of Southampton and in its honorary clinical capacity by the University Hospital Southampton Foundation Trust Board.

**This pack sets out the details for the post as it would be linked to Ophthalmology should this be the specialty of the successful applicant.**

The post-holder will be pursuing their development of research and teaching in the Vision Sciences Research Group within the Clinical and Experimental Sciences School of the Faculty of Medicine, University of Southampton.

In this post-doctoral role, the successful candidate will have substantial experience of the relevant research areas, a proven track record of high-quality original research publications, the ability to work well in a multidisciplinary, multi-professional team and hold a corresponding NTN.

**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 the field of interstitial lung disease.

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 University Hospital Southampton NHS Foundation Trust and fostering new collaborations with the physical sciences, including chemistry, engineering and computing. The new senior academic in respiratory medicine will play a key role in these developments.

The Faculty celebrated its 40th anniversary in 2016. In 1971 FoM consisted of 40 students. FoM is now reputed for its excellence in research, innovative clinical teaching 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 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 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, 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 provides four Masters Degree programmes in Public Health, Allergy, Genomics and Diabetes plus an MRres.

**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**

**Clinical and experimental sciences**

The medically-qualified post-holder will join a team of basic and clinical researchers in the **Vision Science Research group** which host extensive programmes in translational ophthalmic medicine and discovery.

The group studies common eye diseases such as macular degeneration and glaucoma, inherited retinal diseases, corneal infections and paediatric eye conditions such as nystagmus, amblyopia and albinism.

The principal investigators consist of clinician scientists and pure scientists who work together in a bench to bedside approach. They are supported by undergraduate students, post-doctoral scientists, doctoral students and research technicians. A joint lab meeting every two weeks ensures a supportive, inspiring and collegiate research environment. More details can be found here https://www.southampton.ac.uk/research/institutes-centres/vision-science.

Techniques used include molecular genetic studies of large patient cohorts, retinal cell culture, crispr-cas9 genome editing, retinal organoid studies and a large number of clinical trials. There are strong links between the Vision Science group and Southampton Eye Unit, co-located at University Hospital Southampton.

Translation is supported by broad expertise in preclinical models and extensive collaborations with biotech/pharma. The science is strengthened by links to groups across the University with expertise in physical sciences, mathematics and data science, and collaborations across the UK and internationally eg in computer science.

Our clinical academics lead international practice-changing trials and we have a dedicated clinical research team which run our trials via the purpose built NIHR Southampton Clinical Research Facility.

**Principal research themes include**

* Retinal clinical trials in macular degeneration, central serous chorioretinopathy, diabetic retinopathy and inherited retinal disease (Prof Lotery)
* Artificial intelligence research in macular degeneration (Prof Lotery)
* Lysosome cell biology in retinal diseases (Dr Ratnayaka)
* The role of Oral Levodopa in improving Visual development in Infants and young children with Albinism (Ms Lee)
* Improving treatment for nystagmus, albinism, genetic disorders of the eye, amblyopia and paediatric cataract (Mr Self)
* Using retinal organoids in conjunction with CRISPR/Cas9 genome editing tools to model retinal development and disease on a cellular level (Dr Lakowski)
* Developing advanced management for corneal and ocular surface inflammatory conditions, such as microbial keratitis and dry eye disease (Prof Hossain)

Candidates are encouraged to have conversations with theme leads to explore project ideas and proposals. Information can be provided by contacting Professor Lotery (ajl@southampton.ac.uk) who will be able to help direct these.

**Staff**

**Vision Sciences**

**Professors:**

Professor Andrew Lotery MD FRCOphth

Professor Parwez Hossain PhD FRCOphth FRCS (ED)

**Associate Professors:**

Mr James Self Phd FRCOphth

Ms Helena Lee PhD FRCOphth

Dr Arjuna Ratnayaka PhD

**Lecturer:**

Dr Jorn Lakowski PhD

**Clinical Ophthalmology Infrastructure in Southampton**

Southampton Eye Unit opened in 1994 as a purpose built block within the Southampton General Hospital. The Department consists of an Eye Short Stay Unit (ESSU with 4 side rooms and two day case areas), two fully equipped ophthalmic theatres, an administrative area, an ophthalmic casualty department and an independent outpatient facility. Within the outpatient area are 30 slit lamp examination cubicles, an orthoptic department, a photographic and imaging suite, ultrasound and laser rooms, visual field analysers and a minor operations theatre. An electrodiagnostic laboratory has been developed within the unit, including facilities for complex paediatric examination Ophthalmic photographers perform fluorescein and ICG angiographic investigation. The laser facility includes the capacity to carry out photodynamic therapy. The medical retinal department includes the latest retinal imaging technology. There is a purpose built multi-bed medical retinal injection suite. There is a purpose built ophthalmic clinical trials unit located within the NIHR Southampton Clinical Research Facility. General ophthalmic work is provided for the population of Southampton with tertiary referrals in the fields of special interest drawn from Wessex and the Channel Islands.

**University Hospital Southampton NHS Foundation Trust (UHS)**

University Hospital Southampton NHS Foundation Trust provides services to some 1.9 million people living in Southampton and south Hampshire, plus specialist services such as neurosciences, cardiac services and children's intensive care to more than 3.7 million people in central southern England and the Channel Islands.

The Trust is also a major centre for teaching and research in association with the University of Southampton and partners including the Medical Research Council and Wellcome Trust.

UHS gained Foundation Trust status on 1 October 2011.

Every year 11,500 UHS staff:

* treat around 150,000 inpatients and day patients, including about 50,000 emergency admissions;
* sees over 624,000 people at outpatient appointments; and
* deals with around 135,000 cases in the [emergency department](http://www.uhs.nhs.uk/OurServices/Emergencymedicine/EmergencyDepartment.aspx).

Providing these services costs £1.9 million a day.

Job Description and Person Specification

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| Job purpose |
| The post-holder will have clinical commitments at University Hospitals Southampton NHS Foundation Trust (UHS) or other NHS Trusts in Wessex, as well as participating in the development of research and teaching within an appropriate research group of the Faculty of Medicine. The post is subject to terms and conditions of service, determined by the University of Southampton and in its honorary clinical capacity by the University Hospitals Southampton NHS Foundation Trust Board. |

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| Key Research accountabilities | % Time |
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| To develop and carry out an area of personal research.  |
| To disseminate findings in peer-reviewed journals, present results at conferences or exhibit work at appropriate events. |
| To contribute to the writing of bids for research funding. |
| Carry out administrative tasks associated with specified research funding, for example risk assessment of research activities, organisation of project meetings and documentation. Implementation of procedures required to ensure accurate and timely formal reporting and financial control. |

 | 35% |
|  | Key Education accountabilities |  |
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| As a member of a teaching team within an established programme of study, support the teaching objectives of the School/Department by delivering teaching to students at undergraduate and/or postgraduate level, through allocated lectures, tutorials, practicals and seminars. |
| Directly supervise students, providing advice on study skills and helping with learning problems. Identify the learning needs of students and define learning objectives. Set and mark coursework and exams, providing constructive feedback to students.  |

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| Develop own teaching materials, methods and approaches, with guidance. Obtain and analyse feedback on own teaching design and delivery to facilitate this. |
| Continually update own knowledge and understanding of subject area, incorporating knowledge of advances into own teaching contributions. |

 | 10% |

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|  | Key Management, Leadership and Engagement accountabilities |  |
|  | Contribute to the efficient management and administration of the School/Department by performing personal administrative duties as allocated by the Head, e.g. library representative, year tutor, exchange-programme coordinator, etc. | 5% |
| Key Clinical accountabilities | % Time |
| Clinical academic staff are managerially accountable for their clinical duties to the designated Clinical Lead for Ophthalmology at the University Hospital Southampton NHS Foundation Trust (and successor organisations) or another NHS Trust as directed by the Ophthalmology Training Programme Director.On-call ArrangementsThe exact nature of any on-call commitments to be undertaken will be agreed with the Trust within the job plan. | 50% |

| Internal and External Relationships |
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| Member of the School/Department Board, Examination Board and of such School/Department committees relevant to their administrative duties. New appointees will be assigned a senior colleague to guide their development and aid their integration into the School/Department and university.  Research priorities will be agreed within the strategic framework of the research theme of which they are a member. Teaching and administrative duties will be allocated by the Head of School/Department, within the context of the teaching programmes agreed by the School/Department Learning and Teaching Committee.Other key relationships; * Research Colleagues;
* Head of School;
* Central University Offices/Professional Services (e.g. Graduate Office, Finance, Research and Innovation services etc.);
* Delivery of research presentations at national/international conferences and meetings;
* Peer review of research outputs for national/international journals.
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| 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 | Basic medical degree, MB BS (or equivalent qualifications) Full GMC RegistrationPhD/MD (or equivalent) in a research area relevant to the post. The applicant must have submitted their PhD or MD thesis at the time of application, and the higher research degree must be awarded before commencing post.In specialty clinical training and appointable to NTN or hold NTN alreadyST3 level or aboveRelevant experience in research, either clinical or laboratory Demonstrable experience in manuscript and publication writing.Track record of development and delivery of teaching at undergraduate and postgraduate level.Must demonstrate outstanding potential through success at doctoral research and show further potential for development as a clinical academic in research and/or education research. | Proven track record in grant application and funding.Post-doctoral research experienceEvidence of research publications | CV/Interview |
| Planning and organising | Proven ability to plan and develop a range of high-quality research and teaching activities, ensuring plans complement broader research and education strategy.Able to develop innovative research proposals and attract research funding.Able to submit applications for ethical approval.Ability to plan, manage, organise and assess own teaching contributions. |  | CV/Interview |
| Problem solving and initiative | Ability to use statistical analysis to a competent level to assess issues.Able to apply originality in modifying existing approaches to solve problems. |  | CV/interview |
| Management and teamwork | Knowledge of operational management of research staff and academic groupings.Ability to manage and deliver course units and team-taught course units.Able to undertake coordinating role in School/Department/University.Ability to work effectively in a team and to collaborate with others, including external collaborators |  | CV/interview |
| Communicating and influencing | Communicate new and complex information, both verbally and in writing, engaging the interest and enthusiasm of the target audience.Ability to present research findings at local, national and international meetings/conferences.Able to persuade and influence at all levels in order to foster and maintain relationships, resolving tensions/ difficulties as they arise. |  | Interview |
| Other skills and behaviours | Understanding of relevant Health & Safety issues.Positive attitude to colleagues and students. |  | CV |
| Special requirements | Able to work clinically at the level of a Specialty Trainee in OphthalmologyAble to attend national and international conferences to present research results. | To be on a Speciality training programme  | CV and interview |

**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  |  |  |  |
| Extremes of temperature (eg: fridge/ furnace) |  |  |  |
| ## Potential for exposure to body fluids |  | 30% |  |
| ## Noise (greater than 80 dba - 8 hrs twa) |  |  |  |
| ## Exposure to hazardous substances (eg: solvents, liquids, dust, fumes, biohazards). Specify below: |  | 10% |  |
| Frequent hand washing |  | 30% |  |
| Ionising radiation  | Yes |  |  |
| **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) |  | 10% |  |
| 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 |  | 50% |  |
| Lone working |  |  |  |
| ## Shift work/night work/on call duties  |  | 30% |  |