

Job Description

Lecturer in Medical Education (Lead for Procedures and Secondary care Immersive Simulation)

Salary:	Grade 7-8
Contract:	Part time, ongoing
School/Department:	Kent and Medway Medical School
Location:	Canterbury Campus
Responsible to:	KMMS Lead for Clinical Skills or their nominee

Kent and Medway Medical School

KMMS welcomed its first students in 2020 and achieved full GMC accreditation in 2025. Our mission is to widen participation, train excellent doctors, and improve health in Kent and Medway. We deliver a five-year undergraduate programme and a growing portfolio of postgraduate study, including the MSc in Clinical Education and Physician Associate Studies.

Equity, Diversity and Inclusion

KMMS is proud to have a diverse and inclusive community of students and staff. We welcome applications from members of all the non-majority parts of our community and KMMS is committed to fair treatment and to ensuring that the learning and working environment is supportive and inclusive to all. Duties in the delivery of learning, teaching and supporting students and staff should be performed in a manner in keeping with the School's core values.

Job purpose

We are seeking an inspirational educator to contribute to teaching within the Clinical Skills vertical theme, specifically leading on the education of practical skills and procedures and immersive simulation-based learning, ensuring equivalent practice across the secondary care placement providers.

The role involves working on the campus sites of both the partner universities in Canterbury and Medway and conducting liaison work with all our clinical placement providers based across Kent and Medway.

Open to suitably qualified individuals who have a specific interest and background in undergraduate medical, health sciences or healthcare education, the successful applicant will have evidence of contemporary expertise in clinical skills and immersive simulation curriculum delivery and evaluation in undergraduate clinical, healthcare and/or medical education. An understanding of student selection, assessment including admissions and portfolios in medical education, electronic learning and assessment, student support, supervision and inter-professional learning and assessment would be advantageous.

Clinical Skills teaching takes place on set days of the week within the KMMS timetable – these are exclusively undertaken on Mondays (Year 1) and Tuesdays (Year 2) with workshops running for the full day. Candidates would therefore need to be available (on site) for a minimum of one of these days, but ideally both as practical skills are taught in both Year 1 and 2.

Key accountabilities

- Drawing on experience of higher education practice, lead the delivery of all GMC-mandated Practical Skills and Procedures within campus and placement-based learning
- Provide academic oversight for high-fidelity simulation scenarios (e.g., ABCDE assessments) across multiple NHS partner sites in Years 3 to 5 of the programme
- Collaborate with colleagues in the School on course development, delivery and assessment, taking on appropriate management and administrative responsibilities.
- Contribute fully to the other activities of the School and collaborating Universities by participating in meetings, working groups, committees and other activities.

Key duties

The following are the main duties for the job. Other duties, commensurate with the grading of the job, may also be assigned from time to time.

Teaching and Learning

- Using higher education expertise, deliver high quality teaching in a variety of settings including online, developing critical thinking and clinical reasoning skills in students.
- As a teacher in higher education, identify learning needs of medical students, define, implement and ensure that content, methods of delivery and learning materials will meet the defined learning objectives.
- Engage in subject, pedagogic and professional development as required to inform and enhance teaching activities.
- Using experience of current higher education practice, develop own teaching materials, methods and approaches.
- Supervise the work of students, provide advice on study skills and help them with learning problems.
- Select appropriate assessment instruments and criteria related to clinical skills and immersive simulation, assess the work and progress of students by reference to the criteria and provide constructive feedback to students.
- Act as personal tutor and be responsible for the pastoral care of students within a specified area, provide first line support and refer to services providing further help as appropriate.
- Support the University EDI agenda and contribute to the implementation of EDI initiatives.

Administration

- Play an active role in all aspects of programme development and management, including (but not limited to) module design and development, recruitment and admissions, marketing, student support, planning and quality assurance.
- Undertake administrative roles in KMMS as required by the line manager. Any administrative role will be assigned according to the level of your appointment, the subject's requirements and your teaching load.
- Engage in effective and professional communication with academic and administrative colleagues in KMMS, University of Kent, Canterbury Christ Church University and externally.
- Pro-actively contribute to administration, recruitment activities and to the collegial work environment; ensuring all administrative duties are carried out in an effective, efficient, and timely manner.
- Attend meetings and participate in other committees and working groups as required.

- You must handle personal and other electronic and manual data in accordance with the General Data Protection Regulation (GDPR) as it applies in the UK, tailored by the Data Protection Act 2018 as well as the Deanery Data Protection Policy and the IT Acceptable Use Policy. Data will be stored and handled confidentially and securely, utilised for only agreed purposes and be subject to the access rights of individuals.

Internal & external relationships

Internal: This post requires close working relationships with the Year Leaders, KMMS staff, researchers, Quality and Governance teams and administrative staff. Awareness of the impact of the medical school within the two partner universities is necessary and therefore this post requires good working relationships with staff and colleagues across both partner Universities.

External: Leads for Community Medical Education and placement providers in primary and secondary care. Public and other external/regulatory bodies such as Office for Students, Medical Schools Council, GMC, Academy of Medical Educators, Higher Education Academy, Health Education England, UK Foundation Programme Office.

Health, safety & wellbeing considerations

This job involves undertaking duties which include the following health, safety and wellbeing considerations:

- Regular use of Screen Display Equipment
- Working with machinery (mannikins and simulation materials)
- Conflict resolution
- Pressure to meet important deadlines such as might be inherent in high profile projects
- Ability to occasionally travel in a timely and efficient manner between campuses

Person specification

The person specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Applications will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in an application, or cover letter (where applicable), which back-up any assertions made in relation to each criterion.

Essential Criteria:

Professional/clinical expertise:

- A primary degree or equivalent in a subject relevant to health or medicine (A)
- Possess sufficient breadth or depth of knowledge of clinical skills and immersive simulation to work within the BM BS teaching programme (A,I)
- Experience of teaching and assessment of Clinical Healthcare Professional learners to undergraduate or postgraduate level in a clinical or academic setting (A,I)
- Sufficient subject knowledge to teach outside own specialisms/elsewhere on the programme (A,I,P)

Academic/Scholarly practice:

- Ability to innovate in relation to the development of the School's taught programmes (I,P)

- A proven ability to work co-operatively and collaboratively with colleagues and contribute to multi-disciplinary projects (I,P)
- Clear evidence of organisational, administrative and IT skills (I,P)
- Excellent inter-personal and communications skills (I,P)
- Adaptable to change and resilient under pressure (I)
- Ability to exercise discretion and tact and maintain confidentiality (I)
- Ability to help shape an environment where less experienced colleagues can learn and develop (I)
- Ability to articulate the School's objectives in a way that encourages others to engage with the vision (I)
- Willingness to engage in continuous professional development (I)
- A firm commitment to fostering a working and learning environment that is respectful, inclusive and values diversity, including diversity of thought, and which enables staff and students from a wide range of backgrounds to thrive (I)

Desirable Criteria:

- A post graduate teaching qualification (e.g. Grad Cert) or Membership or Fellowship of the HEA or AoME or equivalent (candidates without qualification will be supported to obtain one) (A) · Competent in the GMC's mandatory list of Practical skills & Procedures (A, I)
- A postgraduate degree or equivalent professional qualification or experience in a subject relevant to the BM BS programme (A)
- Sound understanding of quality assurance and enhancement issues, procedures and practices (I)
- Contemporaneous experience of working within the NHS (A, I)

Assessment stage: A - Application; I - Interview; T - Test/presentation at interview stage

Additional Criteria for Senior Lecturer appointment:

For the Senior Lecturer post, applicants must demonstrate a higher standard of achievement in either excellence in practice/activity or leadership within and/or beyond the discipline and their university and how their achievements have been recognised in impact and recognition.

For Education & Research contracts, candidates must also demonstrate a strong record of research leadership and successful grant applications.

At Senior Lecturer level, the post holder will also be expected to undertake a major leadership role within the school.