

Job Description

Senior Lecturer in Medical Education (Innovation in Healthcare) Education, Scholarship & Professional Practice

Salary:	Grade 9 (Salary benchmarked to the NHS pay scale appropriate to the successful candidate's clinical discipline and level in clinical practice)
Contract:	Part time, fixed term (12 months)
School/Department:	Kent and Medway Medical School
Location:	Canterbury Campuses
Responsible to:	Head of Medical Biosciences 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 and entrepreneurial educator and role model to develop and deliver one of the nine innovative major themes within the KMMS undergraduate medical programme. These themes cut across the horizontal integration of basic sciences and clinical practice in the curriculum and will strengthen key elements within the programme, particularly with regard to developing the 'Digitally Enabled Doctor of the Future', enhancing digital literacy, and awareness of modern health informatics. This teaching will distinguish the KMMS programme in its vision of producing graduates who will have the curiosity, academic, professional and clinical skills to find global solutions to local challenges and whose training will have prepared them to lead, manage and innovate in 21st Century healthcare.

The successful applicant will support the establishment and growth of innovation and entrepreneurship capabilities which will contribute to income generation and build agile forward-thinking national and international partnerships. They will support the exchange of knowledge between KMMS and Health Innovation KSS with their academic and industrial partners.

The role will involve working on the campus sites of both the partner universities in Canterbury and Medway and conducting extensive liaison work with placement providers based across Kent and Medway.

The role is open to suitably qualified individuals who have a specific interest and background in undergraduate medical, health sciences or healthcare education, and who are working in current clinical practice.

The successful applicant should have contemporary expertise in curriculum design, delivery and evaluation in undergraduate clinical healthcare and/or medical education. Ideally, they will also have experience of clinical and educational supervision, student support, inter-professional learning and assessment.

Additional Information:

- The post holder's clinical sessions will normally be undertaken under the auspices of an NHS organisation in Kent and Medway. Matters relating to honorary clinical contracts, accreditation and on-going clinical practice will be discussed on an individual basis with the successful candidate.
- The job holder will be required to participate in annual appraisal within KMMS (as well as within their NHS clinical employer if applicable).

Key accountabilities

- Using experience of clinical practice, deliver and contribute to the design of high-quality, demand-driven, and student-centred taught programmes as a member of the teaching team.
- Support the establishment and growth of innovation activities within KMMS and Health Innovation KSS including a programme of activities, outputs and income generation.
- Cultivate, and build upon, existing relationships and partnerships across health and care stakeholders, patient and charity groups, community stakeholders, industry leaders, and other academic institutions to collaborate on innovative projects and programmes.
- Focus upon translation processes between research and clinical care.

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 experience of clinical practice expertise, deliver high quality teaching and assessment in a variety of settings, developing critical thinking and clinical reasoning skills in students.
- Contribute to the delivery, organisation and review of the teaching within the BM BS programme, ensuring that it is expressed in informative, interactive and assessable learning and teaching for our medical students, is integrated with students' core learning throughout, and satisfies GMC requirements.
- Ensure student learning needs and outcomes are met through a standardised approach to curriculum content, methods of delivery and learning materials.
- Using experience of current clinical practice, develop own teaching materials, methods and approaches.
- Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
- Participate in student recruitment and assessment activities across all 5 years of the programme.

Strategic Management

- Contribute to and influence preparations for effective internal and external academic quality and governance processes and systems, including those associated with professional, statutory and regulatory bodies.

- Be a member of the KMMS management organisation and attend and participate in the work of KMMS boards, committees and sub-committees as directed by the Deputy Dean for Undergraduate Medical Education.
- Support programme validation events and Periodic Subject Reviews.
- As a senior clinical peer, contribute to the School's learning and teaching strategy and to subject level TEF submission.
- Undertake professional development duties to assist team members in their career progression.
- Represent KMMS at local, regional and national meetings relevant to medical education with internal and external bodies and develop leadership in this domain.
- Undertake additional leadership roles within the School, as determined by the line manager, and participate in the School's citizenship responsibilities, including committee membership, staff development, and contribution to institutional strategic priorities

Administration

- Play an active role in all aspects of programme development and management, including (but not limited to) module and vertical theme 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 staff in KMMS, the wider university and external colleagues.
- 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.

Health Innovation Kent Surrey Sussex (Health Innovation KSS)

- Support the establishment and growth of innovation activities within KMMS and Health Innovation KSS, including a programme of activities and outputs, including for instance:
 - Education & training
 - Innovation partnership
 - Digital transformation
 - Digital champions – early adopters – working with Barclays and the Digital Wings Platform
 - Development of an Equity Fellowship – build capability, identify problem, develop project/idea, innovation and research
 - Innovation events and webinars
- Support the development and implementation of a strategic vision for a health innovation hub, aligned with KMMS's mission and goals.
- Support short-term and long-term objectives and the implementation of innovative initiatives to achieve measurable outcomes.
- Provide guidance and support to staff, faculty, and students involved in the Health Innovation Hub projects and activities.
- Contribute to a culture of innovation, creativity, and continuous improvement within the Health Innovation Hub, promoting collaboration, interdisciplinary teamwork, and effective communication.
- Act as a conduit between KMMS and the Health Innovation KSS, providing knowledge exchange in both directions.
- Provide an interface between partners with Health Innovation KSS and the academic/ clinical community within KMMS and the collaborating universities.

- Identify opportunities for collaborative projects and leverage in new funding support.
- Strengthen Health Innovation KSS's network.

You must handle personal and other electronic and manual data in accordance with the Data Protection Act 1998, 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 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 (Undergraduate) General Practice and Community Medical Education (or their equivalents) at regional centres, Trusts, LEPs and placement providers. External bodies such as Office for Students, Medical Schools Council, GMC, Academy of Medical Educators, Higher Education Academy, Health Education England, UK Foundation Programme Office; plus any other relevant private, voluntary, and/or independent organisation, as required.

Health, safety & wellbeing considerations

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

- Regular use of Screen Display Equipment
- 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; and any other relevant sites to support stakeholder engagement.

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 medical qualification and full registration with the GMC, with a current licence to practise (A)
- In current clinical practice within NHS and commitment to remain in clinical practice for the duration of the KMMS contract (A)
- Fellowship/Membership of an appropriate Royal College (A)
- Current entry on the Specialist Register or GP Register or any other statutory register required to practice and maintain accreditation with a Certificate of Completion of Training (CCT) or equivalent (A)
- Awareness of research and innovation ecosystems within the UK (I)
- Academic credibility with a track record of excellence in teaching (A, I)
- Possess sufficient breadth or depth of knowledge of innovation in healthcare to work within the BM BS teaching programme (A,I)
- Experience of teaching undergraduate or postgraduate students in a clinical or academic setting (A, I)

- Recent experience of and commitment to academic leadership and management (A, I)
- Expertise and experience in curriculum and assessment design, implementation and evaluation in undergraduate clinical, healthcare or medical education (A, I)

Academic/Scholarly practice:

- Ability to innovate in relation to the development of the School's taught programmes (I, T)
- A proven ability to work co-operatively with colleagues and contribute to multi-disciplinary projects (I, T)
- Clear evidence of organisational, administrative and IT skills (A,T)
- Excellent interpersonal and communications skills (I, T)
- Adaptable to change and resilient under pressure (I, T)
- Ability to exercise discretion and tact and maintain confidentiality (I, T)
- Ability to help shape an environment where less experienced colleagues can learn and develop (I, T)
- Ability to articulate the School's objectives in a way that encourages others to engage with the vision (I, T)
- Flexible, adaptable and able to manage conflicting priorities and demands and work in partnership across different institutions and stakeholders (I, T)
- A post graduate teaching qualification (e.g. Grad Cert) or Membership or Fellowship of the HEA or AoME or equivalent / or willingness to obtain* (A)
- 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 research or professional doctoral degree (PhD or MD) or equivalent experience (A)
- Recent experience and sound understanding of quality assurance and enhancement issues in undergraduate healthcare education (A, I, T)
- Extensive recent experience and understanding of current issues in undergraduate healthcare programmes (A, I, T)

**If the successful applicant is not in possession of a post graduate teaching qualification (e.g. Grad Cert) or Membership or Fellowship of the HEA or AoME or equivalent, they will be supported in obtaining this.*

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.