Job Description

Senior Lecturer in Medical Education
(Year 3 Specialty Lead in Mental Health)
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 (0.2 FTE) , ongoing
School/Department:	Kent and Medway Medical School
Location:	Canterbury Campuses
Responsible to:	Academic Lead for Year 3 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 and role model to make a major contribution to delivery and development of clinical teaching and learning related to mental health across year three of the school's undergraduate medicine programme.

The post holder will ensure alignment of teaching with the School's vertical curriculum theme for Mental Health, Year 3 learning objectives, engage with placement providers to ensure equivalent learning experience, and will seek improvements by reflecting on placement design and teaching methods, and providing feedback to enhance Year 3 and the overall undergraduate mental health provision.

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.

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.
- Work with the Academic Lead for Year 3 to manage the teaching, evaluation, and development of teaching related to mental health.
- Work with the UG Lead for Mental Health to ensure the Yr3 provision is aligned to the School's Mental Health curriculum strategy.
- 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.

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 related to mental health 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.
- As a senior clinical peer, participate in placement quality assurance activities including visits to Secondary Care placement providers, evaluation of student and placement provider feedback and assessment data.
- Ensure Year 3 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

- Collaborate with clinical partners across all placement providers to ensure parity in placement planning, design and delivery.
- Using experience of current clinical practice, engage in quality assurance activity including site visits, attendance at placement based mid and end of module fora, review of feedback from both students and placement faculty and evaluation of pertinent assessment data.
- 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 line management and 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.

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 date 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, UG Lead for Mental Health, 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 Medical Education and Secondary Care 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.

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

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 any other statutory register required to practice and maintain accreditation with a Certificate of Completion of Training (CCT) or equivalent (A)
- Academic credibility with a track record of excellence in teaching (A, I)
- Possess sufficient breadth or depth of knowledge of mental health in primary or secondary care 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)
- Experience and understanding of faculty development design, delivery and evaluation (A, I, T)
- Recent experience and sound understanding of quality assurance and enhancement issues in undergraduate healthcare education (A, I, T)
- Experience and understanding of current issues in undergraduate healthcare programmes (A, I, T)

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.