

RESOURCING/

JOB DESCRIPTION:

Senior Lecturer BMBS, (Education, Scholarship and Professional Practice)



Ref Number:	KMMS-181-23
Salary Scale:	Grade 9: £53,353 - £60,027 per annum plus a Market Supplement, benchmarked to the NHS pay scale appropriate to the successful candidate's clinical discipline and grade
Contract:	Full time - 1.0 FTE Applications to work less than full time (0.4FTE and above) will be considered
School/Department:	Kent and Medway Medical School
Location:	Canterbury, Kent and Medway
Responsible to:	Undergraduate Programme Director or nominee
Expected start date:	Immediate start or by negotiation

The Kent and Medway Medical School

Kent and Medway Medical School (KMMS) opened to our first cohort of 108 pioneer students in September 2020. Our vision for KMMS is to create a new medical school for Kent and Medway that becomes a beacon for first-class medical education and research. The School will attract the most talented aspiring doctors from within the local community and beyond, offering training and development opportunities that will help to keep that talent in Kent and Medway.

KMMS brings together the existing centres of excellence in health and medical education provided by the University of Kent and Canterbury Christ Church University and local healthcare organisations, to offer a new model of person-centred medical education.

Lead by its Founding Dean, Professor Chris Holland, the School offers 100 Home/EU and up to 8 international undergraduate medical places on a yearly basis. The five-year undergraduate programme is taught at the Canterbury campuses of both university partners

with medical placements within Primary, Community and Secondary Care across Kent and Medway

The University of Kent is a leading academic institution. It has an excellent track record in health training, research and innovation across a range of disciplines, including Biomedical Science, Pharmacy and the Social Sciences. The University of Kent is also one of two equal partners in the Medway School of Pharmacy (MSOP) which opened in 2004 and graduated its first MPharm students in 2008. The MSOP is underpinned by the University of Kent and the University of Greenwich and is based on a shared campus in Medway.

Canterbury Christ Church University has a significant portfolio of pre-registration healthcare programmes, underpinned by strong leadership, extensive relationships to support clinical placements, simulation facilities, and internationally recognised research promoting health and wellbeing.

Equality, Diversity and Inclusion

We welcome applications from members of all the non-majority parts of our community and KMMS is committed to the fair treatment of all staff and students and ensuring that the learning and working environment are supportive and inclusive for 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 commitment to equality and diversity. KMMS will work towards attaining an appropriate Athena Swan award.

The Role

The KMMS curriculum is based on the equivalent programme from our contingency medical school, Brighton and Sussex Medical School (BMBS). The curriculum model is a spiral curriculum whereby students build upon the principles and concepts taught year by year, increasing the depth and range of topics learnt. Our early clinical placements mean that our students need to achieve a more advanced level of clinical knowledge and skills than in many other undergraduate medical programmes. The nature of our placements in Years 3-5 mean that students need appropriate pedagogic and pastoral support while studying away from our Canterbury campuses for long periods of time.

We are seeking an inspirational educator and role model to contribute to teaching across all years of the School's undergraduate medicine programme and to bring clinical medical insights to the development of our undergraduate programme. The post holder will also be expected to undertake additional leadership roles within the School such as leading a specific module, or another aspect of our programme, subject to individual area of expertise and workload planning discussions.

This role will involve working on the campus sites of both the partner universities in Canterbury and Medway. The role will make a major contribution to the development of the KMMS undergraduate medical programme, introducing teaching innovation to the development and delivery of undergraduate medical education throughout the programme. It is 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 significant evidence of contemporary expertise in curriculum delivery and evaluation in undergraduate clinical, healthcare and/or medical education. Ideally, they will also have experience within the following range of activities: student selection, assessment including admissions and portfolios in medical education, electronic learning and assessment, student support, supervision and inter-professional learning and assessment.

The job holder will be required to participate in annual appraisal within KMMS (as well as within their NHS clinical employer if applicable).

Additional Information:

- If the post holder wishes to remain in clinical practice, they will undertake clinical sessions 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.
- Clinical accountabilities and responsibilities - It is recognised that candidates for this post could come from a range of specialist academic and clinical disciplines within healthcare. It will be necessary for detailed discussions to take place between the Trust or other NHS employer and the successful candidate to determine the nature of any clinical contract. However, any clinical activity will not normally exceed six fixed programmed activities. 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 / Primary Responsibilities

- Teach as a member of a teaching team and deliver high quality undergraduate level learning and teaching activities.
- Identify learning needs of students and define appropriate learning objectives.
- Collaborate with colleagues in the School on course development, delivery and assessment, taking on appropriate management and administrative responsibilities.
- Ensure that content, methods of delivery and learning materials will meet the defined learning objectives.
- Develop own teaching materials, methods and approaches.
- Challenge thinking, foster debate and develop the ability of students to engage in critical discourse and rational thinking.
- Supervise the work of students, provide advice on study skills and help them with learning problems.
- Select appropriate assessment instruments and criteria, assess the work and progress of students by reference to the criteria and provide constructive feedback to students.
- Seek ways of improving performance by reflecting on teaching design and delivery and obtaining and analysing feedback.
- Undertake additional leadership roles within the School
- Take part in the enterprise activities of the School and undertake administrative duties assigned by the Dean or their nominee.

Key Duties

1. Strategic development of KMMS Programmes:

- Contribute to the development and organisation of the teaching of content particularly within Years 3 to 5 of 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, that it satisfies GMC requirements for a Primary Medical Qualification and that it maps appropriately to the Brighton and Sussex Medical School assessment system.
- To work with Year leads and subject module leaders, administrative staff and colleagues in the assessment team in the development and delivery of written, practical and oral assessments, including maintenance of an electronic exam question database, question writing, question review, standard setting, moderation /verification and mark checking processes and examiner recruitment to ensure that assessments are of high quality, valid and responsive to internal and external feedback.
- To 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 and other accrediting organisations, especially the GMC School accreditation process.
- To assist with the timely recruitment of SSC leaders to ensure that there are enough places to offer each academic year of students a variety of SSCs.
- To draft proposals, guidelines and reports for meetings, as appropriate.

2. School Management Team:

- 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 Dean and Undergraduate Programme Director.
- To support programme validation events and Periodic Subject Reviews.
- Attend relevant meetings concerned with undergraduate management and development including visits from the General Medical Council and other internal or external bodies.
- To contribute to the school's learning and teaching strategy and to subject level TEF submission.

3. University and NHS representation and liaison

- To represent KMMS at local, regional and national meetings relevant to medical education with internal and external bodies and develop leadership in this domain.
- Participate in and develop external networks, for example to contribute to student recruitment, outreach work, income generation, consultancy projects and building external relationships for future activities.

The successful applicant will be expected to engage on a continuous and meaningful basis with colleagues in the subject area and contribute to a cohesive and collegial work environment. They will also be expected to conduct other duties, commensurate with the grading of the post that may be assigned by the Undergraduate Programme Director or their nominee.

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.

Health, Safety & Wellbeing Considerations

This role involves undertaking duties which include the Health, Safety and wellbeing issues outlined below. Please be aware of these, when considering your suitability for the role.

- Regular use of Screen Display Equipment
- Biological Agents/Scientific Hazards (experiments/lasers etc., and waste/sewage)
- Contact with Human fluids (blood, saliva etc.)
- Conflict resolution
- Pressure to meet important deadlines such as might be inherent in high profile projects

Internal & External Relationships

Internal: This post requires close working relationships with the Year Leaders, NHS and 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.

Overall responsibility is to the Undergraduate Programme Director.

Person Specification

The Person Specification details the necessary skills, qualifications, experience or other attributes needed to carry out the job. Please be aware that your application will be measured against the criteria published below.

Selection panels will be looking for clear evidence and examples in your application, or in your cover letter where applicable, which back-up any assertions you make in relation to each criterion. Successful candidates will complement existing expertise within KMMS.

Qualifications / Training	Essential	Desirable	Assessed via*
A primary medical qualification and full registration with the GMC, although not necessarily in current clinical practice	✓		A
A research or professional doctoral degree (PhD or MD) or equivalent experience. If the candidate has completed a research degree information about allied metrics of success, such as publications and grant applications, should be provided		✓	A
A Higher degree or equivalent qualification in a related field, or equivalent experience, or Membership or Fellowship of a Royal college, or equivalent	✓		A

A post graduate teaching qualification (e.g. Grad Cert) or Membership or Fellowship of the HEA or AoME or equivalent*. Candidates with a predominantly teaching background should highlight impactful scholarship activity e.g. curriculum reviewing, development of new delivery/assessment/feedback methods, external advisory roles etc.		✓	A
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* 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 as part of their academic probation period.

Experience / Knowledge	Essential	Desirable	Assessed via*
Academic credibility with a track record of excellence in teaching	✓		A,I
Experience of teaching Clinical and Healthcare Professional learners to undergraduate or postgraduate students in a clinical or academic setting	✓		A,I
Experience of curriculum and assessment development and programme design and evaluation	✓		A,I
Experience of and commitment to University education and research		✓	A,I
Sound understanding of national and international expectations of good curriculum design and development		✓	A,I, P
Sound understanding of recruitment and admissions, retention and widening participation		✓	I
Sound understanding of quality assurance and enhancement issues		✓	I
Understanding of current issues in higher education		✓	I

Skills / Abilities	Essential	Desirable	Assessed via*
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	✓		A, P
Excellent inter-personal and communications skills	✓		I, P
Adaptable to change and resilient under pressure	✓		I

Additional Attributes	Essential	Desirable	Assessed via*
Understanding of equal opportunity and diversity issues as they may impact on academic content and issues relating to student need	✓		I
A willingness to contribute fully, flexibly and cooperatively	✓		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
The ability to organise and deploy time efficiently	✓		I
Williness to engage in continuous professional development		✓	I

***Criterion to be assessed via:**

A	= application form or CV/cover letter
I	= interview questions
P	= presentation and/or group discussion