

Job Description

Senior Research Fellow

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 0.5FTE, fixed term
School/Department:	Kent and Medway Medical School
Location:	Canterbury Campus
Responsible to:	Co-Directors of Research

**KENT AND
MEDWAY
MEDICAL
SCHOOL**



Kent and Medway Medical School

Kent and Medway Medical School (KMMS) opened to our first cohort of 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 109 Home and 7/8 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.

Equity, 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.

Job purpose

KMMS wishes to recruit a Senior Research Fellow who will contribute to building an international profile for KMMS and the collaborating universities in this field. The successful candidate will contribute to both research and teaching within the medical school and will become a nexus of research collaboration across the healthcare system of Kent and Medway and of the two universities. The successful candidate will work to catalyse new opportunities, building on existing strengths.

The role is open to suitably qualified individuals who have a record of outstanding research publications and an established reputation in a highly relevant field of research and scholarship. You will need to demonstrate that you will contribute to the Medical School in a strategically important way, for example significant senior leadership in encouraging research and/or the promotion of innovation and enterprise activity. You will need to demonstrate outstanding and sustained national and international contributions to the advancement of your subject through funded research activity which will bring distinction to yourself and the University.

The role offers an unparalleled opportunity to establish and deliver an innovative and integrated research programme in remote, rural and coastal healthcare systems.

Additional Information:

- Matters relating to clinical practice, honorary clinical contracts, accreditation and on-going clinical practice will be discussed on an individual basis with the successful candidate.
- This role will involve working on both the University of Kent and the Canterbury Christ Church University campuses in Canterbury and Medway as well as working virtually and at other sites across Kent and Medway.

Key accountabilities

- Engage in individual and collaborative research and scholarship leading to high- quality publications at acceptable levels of volume and academic excellence, and develop income from research, enterprise, or corporate engagement individually or in collaboration with others.
- Contribute to building a research culture in KMMS which catalyses new areas of activity for the School and the collaborating universities, and which appropriately reflects existing research priorities and strategies.
- Work collaboratively with partners to prioritise our research interests in existing and emerging structures such as Health Innovation Kent Surrey and Sussex (HIKSS), KSS Applied Research Collaboration (ARC) and the Clinical Research Network (CRN) to ensure that KMMS and the collaborating universities realise their collective Research Strategy.
- Deliver and contribute to the design of high-quality, demand-driven, and student-centred taught programmes
- Take part in the enterprise activities of the School and undertake administrative duties assigned by the Dean or their nominee

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.

- Contribute to the development of research strategies in the department and define research objectives and questions.
- Develop proposals for research projects which will make a significant impact by leading to an increase in knowledge and understanding and the discovery or development of new explanations, insights, concepts or processes.
- Actively seek and secure research funding.
- Act as principal investigator on major research projects.
- Generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to the type of research.
- Review and synthesise the outcomes of research studies.
- Interpret findings obtained from research projects and develop new insights, expanding, refining and testing hypotheses and ideas.
- Develop and deliver agreed curriculum content for the BM BS programme, such as innovative and creative Student Selected Components (SSCs) and Individual Research Projects for BM BS students.

- Deliver high-quality face-to-face teaching and student supervision to undergraduate BM BS students in KMMS, such as acting as Personal Academic Tutor to students, participating in MMIs and OSCEs as an examiner, and supervising students undertaking Student Selected Components (SSCs) and Individual Research Projects.
- Disseminate conceptual and complex ideas of a wide variety of audiences using appropriate media and methods to promote understanding.
- Lead and develop internal and external networks by chairing and participating in Institutional committees and liaising with leading thinkers in the field.
- Develop links with external contacts such as other educational and research bodies, employers, professional bodies and other providers of funding and research initiatives to foster collaboration and generate income.
- Provide academic leadership to those working within research areas by for example co-ordinating the work of others to ensure that research projects are delivered effectively and to time or organising the work of a team by agreeing objectives and work plans.
- Contributing to the development of research teams and individuals through the appraisal system and providing advice on personal development.
- Act as a personal mentor to peers and colleagues.
- Lead research teams within areas of responsibility.
- Maintain an in-depth understanding of own specialism to enable the development of new knowledge and understanding within the field.

Internal & external relationships

- Internal:** This post requires close working relationships with the NHS partners, researchers at the partner universities, KMMS staff, 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 research across the partner universities and the NHS Research and development, General Practice and Community Medical Education (or their equivalents) at regional centres, Trusts, LEPs and placement providers. External bodies such as research funders, 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
- There may be a requirement to work evenings and weekends
- 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:

- A UK recognised primary medical qualification and current registration and licence to practise with the GMC (A)

- In current clinical practice and commitment to remain in clinical practice in an area of medicine relevant to the role, or currently practicing in another area of medicine but able to evidence sufficient knowledge of contemporary clinical practice in area of medicine relevant to the role (A, I)
- Inclusion on the Specialist Register or GP Register or any other statutory register required to practice and maintain accreditation (A)
- A Certificate of Completion of Specialist training (CCST) or equivalent (A)
- Fellowship/Membership of an appropriate Royal College (A)
- A research or professional doctoral degree (PhD or MD) in a relevant discipline or equivalent experience (A)
- Required to be a nationally recognised authority in the subject area (I, P)
- Possess sufficient breadth and depth of specialist knowledge in the discipline to work within established teaching and research programmes in the medical school (A, I, P)
- Evidence of research excellence in area of expertise including publications in internationally competitive journals and conference presentations (A, I, P)
- Experience in an appropriate health research environment (e.g. university, industry, government institution or research charity) (A, I)
- Experience of writing grant applications or similar documents within research funding processes (university and/or other funders) (A, I)
- Experience of teaching at a postgraduate level (A)
- Knowledge and experience of Public Involvement and Engagement in research (A, I)
- The ability to develop, deliver, and supervise high quality undergraduate and postgraduate research projects in the field of medical health (I, P)
- Excellent interpersonal and communications skills and a proven ability to work co-operatively and collaboratively with colleagues to contribute to multi-disciplinary projects (I, P)
- Clear evidence of organisational, administrative and IT skills (A, P)
- Adaptable to change and resilient under pressure as required in developing research in a new environment (I)
- Ability to help shape an environment where less experienced colleagues can learn and develop (I)
- Firm commitment to achieving the University's vision and values, with a passion for a transformative student experience and multidisciplinary, impactful research (I)
- Commitment to deliver and promote equality, diversity and inclusivity in the day to day work of the role (I)

Desirable Criteria:

- Experience of managing research units or wider collaborative grants (A, I)
- Experience of financial management of research programmes (A, I)

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