

Job Description

Senior Lecturer in GP and Community Education (Module Lead)

Salary:	Grade 9 (Salary benchmarked to an appropriate NHS clinical pay)
Contract:	Part time and fixed term
School/Department:	Kent and Medway Medical School (KMMS)
Location:	Canterbury Campuses
Responsible to:	Lead for GP and Community Education
Responsible for:	Education Fellows (Primary Care)

**KENT AND
MEDWAY
MEDICAL
SCHOOL**



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 are 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 and its commitment to equality and diversity.

Job purpose

The core focus for the role will be supporting the KMMS Lead for GP and Community Education and contributing to and influencing the development of the Community Based Learning and Teaching aspects of the KMMS medical undergraduate curriculum, using evidence-based contemporary teaching and learning theory and methods. This is a significant aspect of the whole programme and this is a key post, as the curriculum will require curriculum and learning outcomes mapped to the skills, competencies and professional attributes required of a newly graduating Doctor described by the GMC in Outcomes for Graduates (2018) to be scoped and developed by the time the programme starts.

The post holder will be the module lead for the year1 module related to primary care as well as contributing to the delivery of primary care education in the other years of the undergraduate programme.

This will also require the development and implementation of quality management processes as well as developing, implementing and planning the ongoing support of the Practice areas and staff within for the Community Based Learning and Teaching aspects of the medical undergraduate curriculum. This aspect of the role will require close working with the KMMS Quality Manager and the KMMS Placements Team. The post holder will be a key role model for General Practice and Community Care for KMMS students.

The successful candidate will be a member of both Kent University as well as Canterbury Christ Church University and will be able to access the professional and personal services of either institution.

Additional Information:

- The post holder's clinical sessions will normally be undertaken under the auspices of an NHS Primary Care 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

- Deliver and contribute to the design of high-quality, demand-driven, and student- centred taught programmes as a member of the GP teaching team.
- Work under the direction of the Lead for GP and Community Education to ensure excellent integration of community-based learning within the KMMS programme.
- Undertake additional leadership roles within the School as determined with their line manager.
- 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.

1. Teaching and Learning

- Deliver high quality teaching within Primary Care in a variety of settings, developing critical thinking and clinical reasoning skills in students.
- As a senior clinical peer, participate in placement recruitment and quality assurance activity such as visits to Primary Care placement providers, evaluation of student and placement provider feedback and assessment data.
- As a senior clinical teacher, identify learning needs of students, define learning objectives and ensure that content, methods of delivery and learning materials will meet the defined learning objectives.
- Using experience of current clinical practice, develop and evaluate evidence-based faculty development innovations.
- Using experience of current clinical practice, 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 related to Primary Care, 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.

2. Strategic development of KMMS Programmes:

- Contribute to the delivery, organisation and review of the teaching of Primary Care content 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 for a Primary Medical Qualification.
- Using experience of current clinical practice, contribute to the delivery and review of the teaching in the earlier years' curriculum that prepares students for the relevant teaching within the BM BS programme.

- Work with Primary Care Faculty colleagues, 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.
- 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.
- Draft proposals, guidelines and reports for meetings, as appropriate.

3. 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 Lead for GP and Community Education.
- Provide specialist advice to academic and administrative colleagues on Primary and Community Care placements, policy development and implementation in accordance with the Teaching and Learning Strategy.
- Assist with the timely recruitment of Student Selected Component leaders to ensure that there are enough places to offer each academic year of students a variety of SSCs.
- Support programme validation events and Periodic Subject Reviews.
- Attend relevant meetings concerned with undergraduate management and development including visits from the GMC and other internal or external bodies.
- Contribute to the School's learning and teaching strategy and to subject level TEF submission.
- Participate in student recruitment and assessment activities across all 5 years of the programme.

4. University and NHS representation and liaison

- 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

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 the GP and Community Education team, 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 Community Medical Education and Primary 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
- Working with chemicals (inc. requirement to wear latex gloves and inc. work with CO₂ or N₂ gasses)
- Biological Agents/Scientific Hazards (experiments/lasers etc, and waste/sewage)
- Manual handling
- 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 within the Kent and Medway region

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 primary medical qualification and full registration with the GMC, with a current licence to practise (A)
- Current entry on the GMC General Practice Register with a Certificate of Completion of General Practice training (CCT) or equivalent (A)
- Current entry on the GP Performers List for England (A)
- In current clinical practice within NHS General Practice and commitment to remain in clinical practice for the duration of the KMMS contract (A)
- Fellowship/Membership of the Royal College of General Practitioners (A)
- Academic credibility with a track record of excellence in teaching (A, I)
- Experience of teaching undergraduate or postgraduate students in a clinical or academic setting (A, I)
- Extensive recent experience and understanding of current issues in undergraduate healthcare programmes, including good curriculum development and delivery (A, I, T)
- Recent experience of and commitment to academic leadership and management (A, I)
- Experience and understanding of national and international expectations of good curriculum development and delivery (A, I, T)
- 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)
- Ability to undertake frequent travel across the Kent and Medway area (I)
- Flexible, adaptable and able to manage conflicting priorities and demands and work in partnership across different institutions and stakeholders (I, T)
- 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 equality, diversity and inclusivity in the day-to-day work of the role (I)

Desirable Criteria:

- A research or professional doctoral degree (PhD or MD) or equivalent experience (A)

- A post graduate teaching qualification (e.g. Grad Cert) or Membership or Fellowship of the HEA or AoME or equivalent (A)
- Expertise and experience in curriculum and assessment design, implementation and evaluation in undergraduate clinical, healthcare or medical education (A, I)
- Sound understanding of recruitment and admissions, retention and widening participation in undergraduate medical education (A, I, T)
- Recent experience and sound understanding of quality assurance and enhancement issues in undergraduate healthcare education (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.

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