

THE POST

College:	University of Exeter Medical School
Post:	Clinical Senior Lecturer/ Associate Professor/ Professor (E&R) Consultant in Healthcare for Older People (Geriatrician)
Reference No:	P56265
Grade:	Clinical Consultant salary scale

This new post is part of a continuing expansion of University of Exeter Medical School. The post is designed to increase research in areas relevant to older people including but not restricted to improving wellbeing, community and social care research, dementia and mental health research, personalising medicine in older people etc. It is anticipated this will be a University of Exeter appointment. The post will be based in Exeter. An honorary clinical contract will be obtained with the Royal Devon and Exeter Foundation Trust. Clinical duties will be negotiated with the Royal Devon and Exeter Foundation Trust. The post holder will be appointed on the Clinical Consultant salary scale.

About the University of Exeter Medical School (UEMS)***About our Research***

Our ambition is to be a top 10 UK Medical School, driving major improvements in patient care and reductions in health risks in the population, underpinned by a substantial and sustainable critical mass of world leading researchers. We are now investing in ambitious plans to grow, as a central priority of University strategy.

Strategic Principles:

Our research is guided by the following principles: -

- Driven by important clinical and public health questions.
- Spans the understanding of healthy processes and pathophysiology in basic sciences to clinical trials, clinical care, population health, and health policy.
- Enables patient stratification for personalised healthcare using genetic and phenotype characteristics and harnessing bioinformatics.
- Develops a systems medicine approach to understanding mechanisms, diagnosis and treatment of human diseases, to ensure resilience for the future data-rich health care environment.
- Collaborates closely with the public, patients, NHS and other users of our research at all stages in the research process.
- Explores the effects of the healthcare, work and natural environments on population and patient health and wellbeing.
- Develops interdisciplinary collaborations to bring innovation from the physical and biological sciences, engineering, maths and business to biomedical science and healthcare including new methodologies for diagnostics, imaging and devices.
- Develops interdisciplinary collaborations with the humanities to maximise the unique opportunities in Exeter.

Our research focuses on translational and applied research in areas of greatest health burden and greatest opportunity for scientific advance, principally but not exclusively: diabetes, cardiovascular risk, and ageing; neurological disorders, dementia and mental health; environment and human health, and health research.

UEMS will achieve its ambition of a top 10 UK medical school for research quality by building upon its already considerable medical research strengths. In REF 2014 UEMS ranked in the top 15 medical schools in the country for its world leading and internationally excellent research (9th for Public Health, Primary Care and Health Services Research and 13th for Clinical Medicine)

UEMS will focus on excellence, appoint world leading staff with sustainable portfolios, continue to develop world class facilities, maximise opportunities for interdisciplinary collaborations with the Science and Humanities Colleges in Exeter, and extend its already substantial collaborations nationally and internationally. We are embarking on a substantial increase in research staff in both basic and clinical areas. This programme of expansion is envisaged to continue for many years to come.

Our research is organised in two Research Institutes.

The Institute of Biomedical and Clinical Sciences, (Director: Professor Noel Morgan) works in the areas of greatest health burdens (diabetes, cardiovascular risk, and ageing; neurological disorders, dementia and mental health and environment and human health). We have all the facilities necessary for researchers to take their research from the individual cell to experimental models including innovative technologies available in Physics. Our world leading genetics and epigenetics research teams have state of the art facilities including a PacBio RS II single molecule real time (SMRT) third generation sequencer. Systems approaches to biomedicine are encouraged as is the translational of science to the human setting either by the uses of human tissues or samples, which may be supplied by the clinical research facility, or by taking basic science findings into the clinical setting. We are seeking to individualise patients care to ensure they receive the best treatment at the right time in our Precision Medicine initiative.

The recently opened £50 million Living Systems Institute led by Prof Phil Ingham FRS provides medical school staff with the opportunity to collaborate extensively with staff in maths, physics, biochemistry, engineering, computer science.

Experimental medicine studies in man are encouraged. We are partners with the RD&E NHS Foundation trust in the NIHR Exeter Clinical Research Facility for experimental medicine <http://www.exeter.crf.nihr.ac.uk/>, facilities which can enable our researchers to obtain samples gifted from patients, or to study the mechanism of disease or treatment responses or normal physiology in a safe clinical environment.

Led by Sian Ellard, Professor of Medical Genetics at UEMS, the RD&E hospital, in collaboration with other Trusts and Universities in the South West, hosts the South West Peninsula NHS Genomics Medicine Centre, 1 of only 11 centres which drive the 10,000 Genomes project to identify the genetic causes of rare diseases.

The Institute of Health Research (Director: Professor Stuart Logan) works to improve the health of the nation by, for example, developing and validating novel public health interventions, developing interventional clinical trials, working with communities and individuals to change behaviour, understanding barriers to access appropriate care, creating and validating new treatments, generating evidence to inform public debate and policy and developing new methodologies to maximise use of health data, providing evidence to enable access to appropriate care. We collaborate with LSTHM and UCL in the Public Health England Health Protection Unit (Environment and Human Health). We are lead partners in the NIHR Collaboration for Leadership in Applied Health Research and Care (PenCLAHRC) <http://clahrc-peninsula.nihr.ac.uk/>. The Peninsula CLAHRC is highly regarded particularly in terms of its innovative approach to seeking out important clinical questions and changing patient care. It has made several important break-throughs which have changed patient care, including enabling the ambulance service to administer tranexamic acid to reduce bleeding post trauma and by changing the pathway of patients attending hospital with stroke to reduce time to thrombolysis.

Our methodologists are interested in developing methods to enable the use of routine data for health research, of developing new clinical trial designs such as adaptive, n of 1 and other designs and of thinking of long term opportunities from the UK health data. In the Environment and Human Health field, with collaborators in the Met Office, LSTHM and the HTA, we are developing novel "Mashups" of current databases from weather, to health to social context to enable detailed assessments of the links between these important aspects. We are keen to extend this methodological research area to include more academics with innovative ideas for methodological advancements in applied health research. We also collaborate extensively with Quintiles, the world's largest biopharmaceutical services provider, as the second UK prime site

The south west has excellent NIHR research networks to facilitate clinical trials.

About our Teaching

Our education mission is built around "Research-Inspired, Enquiry-Led learning", and our programmes include problem-based learning and small group-teaching and study. Increasingly, we aim to prepare our graduates for managing global health challenges and for an international job market. Our aim is to develop doctors, scientists and technologists who are well-equipped to be problem solvers and critical thinkers. Our doctors will

graduate with skills which allow them to contribute to any part of healthcare, science, or management of the health service.

Our teachers include clinicians, both medical and allied professionals, dedicated scientists, some with a focus on teaching, some being principally researchers, and all are scholarly in their approach to educating the next generation of doctors and clinical scientists. We have strong partnerships with local NHS Trusts, GP practices and other healthcare provider organisations, and work closely with Health Education England (South West) to manage resources for clinical placements.

Currently UEMS provides an undergraduate medical course BMBS, Medical Imaging BSc, and Medical Sciences BSc. We also provide masters level courses in extreme medicine, environment and human health, diagnostic musculoskeletal imaging. We have extensive expansion plans at both undergraduate and postgraduate level.

About the Royal Devon and Exeter Foundation Trust

The honorary contract will be held with the Department of Healthcare for Older People at the Royal Devon & Exeter NHS Foundation Trust (RD&E). This post is structured to meet the increasing service demands of Healthcare for Older People and includes a commitment to general medicine and Healthcare for Older People in both the general hospital and the community setting. The post will be of interest to those who hold or are within 6 months (at the date of interview) of being awarded Certificates of Completion of Training (CCT) in General (Internal) Medicine and Geriatric Medicine.

The post has arisen in response to the changing demographic needs of the local population and the significant changes planned to the delivery of acute and community care within East Devon and Exeter, with a stronger focus on providing care closer to home. The local population age demographics are ahead of anywhere else in the country and this has been reflected in a disproportionate increase in emergency admissions for this population. In addition to investing in inpatient facilities, the trust is working with local commissioners to create whole pathway care for older patients, with the intention of improving care and avoiding unnecessary admissions.

The Royal Devon & Exeter NHS Foundation Trust serves the mixed urban and rural population of Exeter, east and mid Devon. Since October 2016, the RD&E has been commissioned to lead and deliver community healthcare across the same catchment area, including management of community teams and community hospital sites. In addition patients access specialist services from a wider region including the rest of Devon, Somerset and Cornwall.

The Trust is governed by a unitary board comprising a Chairman, Chief Executive and both Executive and Non-Executive Directors. The Executive Directors manage the day to day operational and financial performance of the Trust. These consist of the Chief Executive Officer, a Director of Transformation and Organisational Development, a Medical Director, a Director of Finance and Business Development and a Chief Nurse /Executive Director of Delivery.

The Non-Executive directors do not have responsibility for the day to day management of the Trust but share the Board's corporate responsibility for ensuring that the Trust is run efficiently, economically and effectively.

Clinical services are managed in four divisions each led by a Divisional Director, Associate Medical Director and an Assistant Director of Nursing/Associate Director of Midwifery and Patient Care.

For a full description of the main hospitals and services of the Trust see the Trust website <http://www.rdehospital.nhs.uk/>

The Department of Healthcare for Older People is part of the Medical Services Division and is based at the Royal Devon and Exeter Hospital (Wonford). The department comprises:

- 3 wards for the acute assessment and early rehabilitation of older patients (Kenn, Bovey and Ashburn wards);
- 1 acute general medical / movement disorders ward shared with Neurology (Bolham ward);
- 1 acute general medical / infection control ward (Torridge Ward);
- Acute Stroke Unit (ASU; based on Clyst Ward) (30 beds). This provides integrated and interdisciplinary acute and rehabilitation care for stroke patients of all ages;
- A nurse-consultant-led 16-bedded Stroke Rehabilitation unit (Yealm ward).
- Consultant-led Orthogeriatric care on the Trauma Unit, in partnership with Trauma and Orthopaedic teams

The department has approximately 2000 admissions annually to its acute beds. In addition, there are approximately 600 admissions per year with acute stroke and approximately 600 admissions with hip fracture.

The department is strongly committed to multi-disciplinary care. To this end, each consultant leads multi-disciplinary discussions on each ward for which they have inpatient responsibility.

Community rehabilitation ('Reablement') units are established at Exmouth, Budleigh Salterton, Axminster, Sidmouth, Honiton, Tiverton, Okehampton, Cullompton, Crediton and Exeter city (Exeter Community Hospital). These units provide short-term re-ablement programmes, with social and respite/day care being planned with social services in alternative day-care facilities. There are no 'traditional' Day Hospitals. Some of these community hospitals have inpatient facilities, for which local general practitioners are responsible, and the department provides a consultation service. Increased geriatrician involvement is expected in a smaller number of community hospital facilities, following the bed-base reduction dictated by the "Your Future Care" project.

The department runs general medical / Healthcare for Older People clinics at the Royal Devon & Exeter Hospital on five days each week. In addition there are regular clinics at Axminster, Seaton, Sidmouth, Exmouth, Budleigh Salterton, Cullompton, Ottery St Mary, Honiton, Crediton, Tiverton and Okehampton.

Other specialist clinics run by the department include a movement disorders clinic, Botox clinic, syncope clinic and neurovascular clinic. A Memory Clinic is run jointly with the local mental health trust.

Within Healthcare for Older People, the Stroke Department has a strong clinical research base. The department has a Senior Lecturer in Gerontology (Dr David Strain) with a research portfolio in conjunction with colleagues in the Peninsula Aging Research Collaboration (PARC). Research interests are in clinical trials, epidemiology and in experimental medicine. The NIHR Exeter Clinical Research Facility at the RD&E, with purpose-built accommodation for clinical research studies, was opened in 2008. In addition, there is a strong research base in Parkinson's disease.

The RD&E has hosted the South West Stroke Research Network (SWSRN) since 2007, and Dr Martin James is Clinical Lead for the Network. During this time clinical trials research activity in Stroke has expanded dramatically; since the inception of the NIHR Stroke Research Network the South West Peninsula has seen the greatest increase in Stroke research activity of all the 8 English Stroke Research Networks.

The management structure within the Trust comprises:

Dr Adrian Harris, Medical Director

Dr Anthony Hemsley, Associate Medical Director - Medical and Community Services Divisions

Dr James Mulcahy, Lead Clinician - Healthcare for Older People

Job Description

The full role profiles for E&R posts can be found on our website at http://admin.exeter.ac.uk/personnel/academic_paths/academic_paths_tandr.shtml. The below duties summarises the main duties and accountabilities of each level and is not comprehensive: the post-holder may be required to undertake other duties of similar level and responsibility.

Main duties of the post

All academic staff within the University of Exeter Medical School are expected to support both the teaching and research missions of the School. This appointment will be made at Professorial, Associate Professor or Senior Lecturer level depending upon research experience and standing. Please make it clear which level post you are applying for.

Senior Lecturer (E&R) Level

At Senior Lecturer level candidates will be expected:-

- To contribute to enhancing the quality and quantity of research at Exeter in an area related or complementary to existing research strengths.
- To conduct independent research and act as principal investigator and project leader
- Enhance the College's international reputation through research publications of appropriate quantity and quality, and contribute to worldwide debate at national and international conferences

- Win research earnings through carefully prepared and successful grant applications as well as identifying potential income-generating programmes and collaborative partnerships.
- Have a track record of achieving grant income sufficient to support a research group
- To supervise research projects, managing any dedicated research staff and postgraduate research students.
- To help promote a collegiate working atmosphere and stimulating environment that will attract further research staff of the highest quality as well as good postgraduate research students.
- To contribute to the further and ongoing development of research at Exeter, especially in the area of care of older people.
- Ensure Knowledge acquired from research translates to teaching
- Accreditation by professional bodies is obtained where appropriate
- Students are challenged but also tutored and supported with individual care
- Teaching and learning techniques are innovative and inspiring
- Students are supervised appropriately
- Assessment criteria are appropriate, and fairly applied with results fed back to students appropriately
- Module content is continuously reviewed to identify areas for improvement
- Developing overall academic content and structure of modules with colleagues
- Developing ideas for generating income
- Supporting admissions processes and procedures
- Supporting examinations processes and procedures
- Contributing to the work of College committees
- Contributing to accreditation and quality control processes
- Provide clinical NHS services according to the requirements and standards of the RD&E hospital and external bodies

Associate Professor (E&R) level

At Associate Professor level candidates will be expected to:-

- Oversee the design and development of the overall curriculum
- Design, develop and deliver a range of programmes of study at various levels.
- Lead the development and clarification of academic standards and quality for the subject area
- Working closely with the Associate Dean for Education in the development and implementation of teaching and learning strategy.
- Enhance the College's international reputation through research publications of appropriate quantity and quality, and contribute to worldwide debate at national and international conferences
- Win research earnings through carefully prepared and successful grant applications as well as identifying potential income-generating programmes and collaborative partnerships.
- Have a track record of achieving significant grant income sufficient to sustain a developing research group
- Lead and co-ordinate own research activity
- Support the development and implementation of the College research strategy
- Manage research and other collaborative partnerships with other educational institutions or other bodies.
- Make a significant contribution to the development of academic policies across the Institution.
- Lead bids for research, consultancy and other additional funds.
- Develop and promote the use of innovative assessment methods.
- Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the Institution.
- Participate in internal and external networks in relation to research and research funding. Teaching and teaching funding, and consultancy.
- Promote and market the work of the College in the subject area both nationally and internationally.
- Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision making bodies.
- Act as line manager for matters relating to the employment of staff and ensuring the work is allocated fairly, according to skills and capacity.
- Carry out the role of an Academic Lead i.e. sustaining a shared sense of direction for the discipline and a shared participation in the University and Colleges' success through engagement with University and College strategies ensuring decisions are taken forward effectively by all staff they lead enabling, supporting and celebrating individual achievement.
- Take overall responsibility for the organising and deployment of resources within own areas of responsibility
- Provide clinical NHS services according to the requirements and standards of the RD&E hospital and external bodies

Professor (E&R) level

In addition to the duties under Associate Professor above at Professorial level candidates will also be expected to:-

- Lead and develop internal and external networks to foster collaboration and share information and ideas and to promote the subject and the Institution.
- Lead the development of new and creative approaches in responding to research challenges.
- Plan and implement large collaborative research projects across institutions and monitor progress to ensure the achievement of financial and research objectives.
- Be routinely involved in complex and important negotiations internally and with external bodies, particularly in relation to research, research funding and consultancy.
- Participate in Institutional decision making and governance.
- Participate in internal and external networks in relation to research and research funding.
- Promote and market the work of the School in the subject area both nationally and internationally.
- Exercise academic leadership for all subject area activities - teaching and/or research, as appropriate.
- Act as line manager for matters relating to the employment of staff and ensuring the work is allocated fairly, according to skills and capacity.
- Appraise and advise staff on personal and career development plans and mentor research activity within the discipline/College.
- Develop and communicate a clear vision of the unit's strategic direction.
- Promote a collegiate approach and develop team spirit and team coherence.
- Foster inter-disciplinary team working.
- Determine the allocation of resources within own area of responsibility.
- Take overall responsibility for the organising and deployment of resources within own areas of responsibility.

Clinical duties

The appointee will be actively involved with the Urgent Community Response team service and the assessment of medical care needs in the localities. This will include participation in team meetings or teleconferences, and also: phone and e-mail advice to community healthcare staff; acute inpatient reviews to assess suitability for discharge; domiciliary visits to provide advice to GP and community staff. In addition, Consultant advice will be provided on patient management in general practitioner beds in the relevant community hospitals.

The post includes a rotating commitment to general medicine and Healthcare for Older People in both the general hospital and the community setting. This will include: inpatient ward work, medical outpatients work, Acute Care of Elders assessment and admission care, community hospital inpatient liaison, and provision of acute and emergency care during evening and weekend out-of-hours periods.

The appointee will be accredited in General (Internal) Medicine and will share in the emergency medical admissions rota. This is presently organised on a 'Physician of the Day' basis, where a nominated consultant is responsible for out-of-hours acute admissions to the Acute Medical Unit (AMU) on a 1 in 12 basis. Present arrangements involve a 7PM-10PM Post-take Ward Round on the AMU on weekdays. Cover during working hours is provided by 5 WTE Consultants in Acute Medicine, and the Acute Care of Elders team. Once patients are moved from the emergency unit their care is transferred to the appropriate consultant within a ward-based system. Patients admitted to the Intensive Therapy Unit remain under the nominal care of the admitting consultant for the duration of their stay on ITU.

Most of the consultant geriatricians provide senior medical input to the Stroke service during out-of-hours duties, including emergency thrombolysis treatment. A successful applicant with suitable experience in Stroke medicine would also participate in this work.

The successful candidate will be expected participate in the design and completion of audit projects leading to improvements in practice and to contribute to the development of Clinical Quality Standards.

The appointee will undertake administrative duties associated with the running of his/her clinical work (appropriate administrative support for the clinical component will be provided by the NHS).

The appointee is expected to be responsible to the Associate Medical Director for the effective and efficient use of resources under his/her control, to contribute to the planning and development of the service and to participate in departmental meetings.

Job Plan

This is a full time position comprising of 10 programmed activities. The Job plan will be agreed with the successful candidate. The job plan would have at least 15% clinical SpA time – not including research or teaching.

Person Specification

REQUIREMENTS	E/D*
QUALIFICATIONS/SPECIAL TRAINING: Full registration (or potential for full registration) with the UK General Medical Council with licence to practice	E
Royal College membership or equivalent	E
A PhD or equivalent qualification/experience in the subject or a closely related discipline	E
Certificate of Completion of Training (CCT) in General (Internal) Medicine and Geriatric Medicine or candidates who are within 6 months (at the date of interview) of being awarded CCT	E
KNOWLEDGE/SKILLS/ABILITIES: Clinical experience with specialist skills in chosen area	E
Successful team leadership skills	E
Academic administrative management consistent with the seniority of the post	E
Previous experience of and an enthusiasm for medical undergraduate /postgraduate teaching	E
The aptitude to develop familiarity with a variety of strategies to promote and assess learning	E
Proven academic leadership skills	E
RESEARCH: Established track record of obtaining substantial and consistent funding for research	E
Track record of excellence in mentoring/supervision of junior researchers.	E
An active and supportive approach to inter-disciplinary and multi-disciplinary research that will help to foster interactions and links both within the University and externally	E
A strong track record of publications at least at international level	E
Be an externally recognised authority in the broader subject area.	E
OTHER REQUIREMENTS: Committed to continuing medical education and professional development	E
Honesty and reliability	E
Integrity and credibility, ability to act as an ambassador for the School	E
Teamwork skills to work in collaboration with existing group members	E

<p>Associate Professor level only</p> <p>In addition to the above at Associate Professor level candidates will also:-</p> <p>Be a leading authority in the subject area with a substantial research funding portfolio and publications of the highest level.</p> <p>Possess in depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.</p> <p>Possess a thorough understanding of institutional management systems and the wider higher education environment, including equal opportunities issues.</p>	<p>E</p> <p>E</p> <p>E</p>
<p>Professor level only</p> <p>In addition to the above at Professorial level candidates will also:-</p> <p>Be a leading international authority in the subject with outstanding research funding portfolio and publications.</p>	<p>E</p>

E= essential / D=desirable

Informal Enquiries

Before submitting an application you may wish to discuss the post further by contacting Professor Angela Shore, Vice Dean (Research) telephone (01392 403091) or email a.c.shore@exeter.ac.uk

Terms & Conditions

Our Terms and Conditions of Employment can be viewed [here](#).

Further Information

Please see our [website](#) for further information on working at the University of Exeter.