Imperial College London is one of the world’s leading science-focused universities, committed to making advances in research and education for the benefit of society.

Multi-cultural, global in outlook and reach, Imperial consistently achieves high ranking nationally and internationally.

The College has three faculties: Engineering, Medicine and Natural Sciences, a Business School, and a significant number of interdisciplinary research centres that address today’s great challenges, such as climate and environmental change, energy supply, security and global health. The College also establishes partnerships with other global institutions where synergies and opportunities exist.

The President, Professor Alice Gast, is the academic head and chief executive officer, overseeing all functions and with a particular focus on the College’s strategic affairs and development.

The Provost, Professor Ian Walmsley, is responsible for delivering and enhancing the academic mission in education, research and translation.

The Mission

Our mission is to achieve enduring excellence in research and education in science, engineering, medicine and business for the benefit of society and to develop the next generation of researchers, scientists, engineers and academics. More can be read about the College’s 2015-2020 strategy here: Imperial College 2015-2020 Strategy
Formation and History

Established in 1907 in London's scientific and cultural heartland in South Kensington, the College was initially formed through a merger of the Royal College of Science, the City and Guilds College and the Royal School of Mines.

The Faculty of Medicine and Imperial College School of Medicine resulted from the merging of St Mary's Hospital Medical School, the National Heart and Lung Institute, Charing Cross and Westminster Medical School, and the Royal Postgraduate Medical School. More recently, Imperial College Healthcare, the UK's first Academic Health Science Centre (AHSC), was established. The College is also a founding partner of the Francis Crick Institute, an inter-disciplinary medical research institute, opened in 2016.

The Business School is another key player, offering a full range of courses and degrees, and conducting research that benefits from being in the world’s leading financial and business capital. It consistently ranks in the top five Business Schools in the UK and Europe, and top ten worldwide.

Location

The College has one of the largest university estates in the UK, with seven London campuses and one outside London:

- **South Kensington** - the main campus, set in a cultural centre known for arts, science and music;
- Five hospital campuses at Charing Cross, St Mary's, Chelsea and Westminster, the Hammersmith and the Royal Brompton;
- **White City** – a new campus and an innovation and translation hub for collaborative, multi-disciplinary research, postgraduate study, housing state-of-the-art facilities, as well as student accommodation.

Facts and Figures

The College is home to 17,000 students and 8,000 staff (half of whom are research and academic staff) ranks consistently in the top 5 universities in Europe and top 10 worldwide;

- awards around 6,700 degrees annually;
- attracts undergraduates from over 125 countries and staff with 117 different nationalities;
- Places excellence in education at the core of its ethos, as reflected in annual UK and international rankings. Find out how Imperial performed most recently
- Has the greatest concentration of high-impact research of any major UK university. More about how the College performed in the Research Excellence Framework;
- has one of the highest incomes in the UK Higher Education sector;
- holds an Institutional Silver Athena Swan award, recognising women's academic careers in science, technology and engineering
- claims many distinguished members, including 14 Nobel laureates, two Fields Medallists, and members of the Royal Society and National Academies.

Research, Translation and Impact

The quality of the College’s research has been judged consistently to be of the highest international standard and the proportion of income from research grants and contracts is one of the highest of any UK university.

The concentration and strength of research in science, engineering, medicine and business gives the College a unique and internationally distinctive research presence. Interdisciplinary institutes at the College provide a focal point to harness research that seeks solutions to grand challenges, such as improving global health, tackling climate change, finding sustainable sources of energy and addressing security challenges.
The Research Excellence Framework (REF) 2014 marked the College's best ever performance in a national research assessment. In addition to having the greatest concentration of high-impact research in the UK, eight out of fourteen areas assessed are top or joint-top for “outstanding” or “very considerable” impact; 91% of the research is “world-leading”; nine of fourteen research areas were in the top three, and two took the top spot, namely: Public Health, Health Services and Primary Care, and Civil and Construction Engineering. Finally, 92% of eligible staff took part in the assessment, one of the highest proportions of any UK university.

International collaborations provide further opportunities, and include the College's Diabetes Centre in Abu Dhabi, and Biobank Qatar, a unique initiative to establish the largest population-based study in the region addressing chronic diseases.

The College’s entrepreneurial drive to produce world-class research with optimum impact has resulted in many recent initiatives such as the DNA Synthesis and Construction Foundry which uses synthetic biology technology to address global problems, the Centre for Blast Injury Studies, the Dyson School for Design Engineering and the Data Science Institute. The Brevan Howard Centre for Finance opened in 2014 to spearhead cutting-edge research in financial market behaviour and serves as a bridge between the Business School and the business world.

Effective commercialisation of intellectual property is central to the College’s aim to maximise the impact of its research. Imperial Innovations commercialises technologies and discoveries emanating from the College. The College continually seeks out and develops links with industry and engages in corporate partnerships to maximise opportunities, synergies, and research translation.

*The College is a proud signatory to the San-Francisco Declaration on Research Assessment (DORA), which means that in hiring and promotion decisions, we are determined to evaluate applicants on the quality of their work, not the journal impact factor where it is published. For more information, see https://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-evaluation/*

**Learning and Teaching**

Students are immersed in a stimulating learning environment that encourages them to look beyond their chosen discipline. Education opportunities offering insights into global issues and fostering group working are open to all undergraduates, broadening their team working skills and business understanding and equipping them for their future careers. Over a third of students are postgraduates.

The Graduate School is the focus of postgraduate education and research; it maintains, enhances and monitors quality, best practice, and initiates new programmes particularly those with an interdisciplinary slant. The postgraduate provision uses work-based training, and first-hand experience of new and emerging research to prepare students for the job market. Many courses are multidisciplinary.

The College’s most recent Education and Student Strategy (2013) is a comprehensive five-year plan to achieve international recognition in four areas: as a global community of the most talented students; for commitment to innovation in learning and teaching and in the wider student experience; for providing a distinctive education; for outstanding academic and professional service infrastructure.

The Centre for Educational Development raises the profile of, and underpins learning, teaching and educational development throughout the College. Newly-appointed non-clinical lecturers are expected to develop and expand their teaching skills, and there are many learning and teaching activities for more experienced staff.

The College continually seeks to engage with, and establish collaborations with other organisations to take advantage of research opportunities and synergies, as well as expanding its influence in education. In 2013 the College formed a joint initiative with Nanyang Technological University in Singapore to open the Lee Kong Chian School of Medicine. Each year, 750 students will enroll in Medicine and 2018 will see the first intake graduate.
Supporting our Staff

The College is very proud of its staff, of their many talents, contributions to world class research and to teaching some of the brightest students in the world. We offer extensive support for them to pursue their research including Faculty-based research services teams, central strategy, research proposal and intellectual property guidance, scholarly communication and open access and research data management. Teaching and postgraduate supervision is also strongly supported and continuously strengthened, through training programmes and workshops.

The President’s annual awards for Excellence in Research, Excellence in Teaching, Pastoral Care, Research Student Supervision, and Supporting the Student Experience recognise those who have made outstanding contributions. Some of the ways we offer a supportive environment include:

Pride in the work of our staff and the College:
- An inclusive, supportive, multi-cultural community where every individual feels that they belong
- A community where all interactions are respectful and where every role is recognised as being important to the College’s mission

The development of staff and their high performance potential:
- An academic promotion framework to recognise academic success and growth in roles, specialist expertise and responsibilities
- Talent programmes to support progression and strengthen existing high performance, such as the Academic Leadership Programme and the Female Academics’ Development Centre which offers targeted support, career guidance and mentoring
- A skills development programme to enhance potential and meet the College’s strategic objectives
- Faculty-specific learning and teaching development programmes
- An annual personal review and development discussion for all staff, followed by regular feedback
- A minimum of five days per annum development time tailored to an individual's role and career path

Sector leading pay and benefits:
- A competitive pay and benefits package, commensurate with our position as a leading UK University, as well as and has a generous annual leave package.

Support for well-being:
- Many initiatives to support staff in their personal life (flexible working, support networks, childcare and eldercare) as well as active lifestyle and health initiatives, such as free health checks for over 50s and interest free loan for the purchase of a bicycle to encourage cycling to work for fitness.

Committed to equality and valuing diversity, we are an Athena SWAN Silver Award winner, a Stonewall Diversity Champion, a Disability Confident Employer and work in partnership with GIRES to promote respect for trans people.
Job Description

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Clinical Senior Lecturer/Reader/Chair in Immunology and Inflammation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td>Medicine</td>
</tr>
<tr>
<td>Division:</td>
<td>Immunology and Inflammation</td>
</tr>
<tr>
<td>Job Family</td>
<td>Consultant Clinical Academic</td>
</tr>
<tr>
<td>Current Salary Range (uplift due 1 October 2018)</td>
<td>£76,761 - £103,490 per annum, plus London Weighting of £2,162 per annum</td>
</tr>
<tr>
<td>Reporting to</td>
<td>Professor Marina Botto</td>
</tr>
<tr>
<td>Accountable to</td>
<td>Head of the Division/Head of Centre</td>
</tr>
<tr>
<td>Working Hours</td>
<td>Full-time, 40 hours per week</td>
</tr>
<tr>
<td>Contract</td>
<td>Full-time, open-ended</td>
</tr>
<tr>
<td>Location</td>
<td>Hammersmith</td>
</tr>
</tbody>
</table>

1. Background to the Post

The Division of Immunology and Inflammation is part of the Department of Medicine, led by Professor Martin Wilkins. The Division provides an outstanding research environment where scientists from clinical and non-clinical backgrounds work together to advance the understanding of the mechanisms causing chronic inflammatory conditions (e.g. systemic lupus erythematosus, small vessel vasculitis) and to develop new translational approaches. It has a multidisciplinary approach and hosts excellent experimental programmes in basic and applied life sciences as well as clinical research.

We are seeking academic clinicians with excellent track-records in immunology and/or inflammation and basic science approaches to clinical research to join our outstanding research environment. The appointee will be expected to contribute to and develop a high quality research programme that fits in with the immunology/inflammation theme. Appointments will be made to individuals who can direct research programmes that complement our existing research strengths.

The post holder will hold an honorary clinical consultant appointment in a relevant speciality. The level of appointment (Senior Lecturer, Reader or Professor) and the supporting package will be determined according to experience and research profile. The post holder will be expected to devote the majority of their time to undertaking or participating jointly with others, within and outside the Imperial College Faculty of Medicine, in research projects and supervising the work of junior research staff.

Research and teaching are considered an integral part of the post. The post will involve the usual administrative duties associated with a busy academic and research-active environment.
The Faculty of Medicine is committed to supporting diversity in science and to enabling the careers of women, ethnic minorities, and those with family or other commitments.

1. The Faculty of Medicine

The Faculty of Medicine is one of Europe’s largest medical institutions – in terms of its staff and student population and its research income. It was established in 1997, bringing together all the major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities.

Although on several sites, its academic Schools, Institutes and Departments function as one Faculty, fully integrated within the College.

**Schools, Institutes and Departments**

<table>
<thead>
<tr>
<th>Schools, Institutes and Departments</th>
<th>Head of Department</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Medicine</td>
<td>Professor Martin Wilkins</td>
</tr>
<tr>
<td>Department of Surgery and Cancer</td>
<td>Professor Mark Thursz</td>
</tr>
<tr>
<td>School of Public Health</td>
<td>Professor Deborah Ashby</td>
</tr>
<tr>
<td>National Heart and Lung Institute</td>
<td>Professor Edwin Chilvers</td>
</tr>
<tr>
<td>Institute for Clinical Sciences</td>
<td>Professor Amanda Fisher</td>
</tr>
<tr>
<td>Institute of Global Health Innovation</td>
<td>Professor the Lord Ara Darzi</td>
</tr>
</tbody>
</table>

**Faculty of Medicine Executive Team**

<table>
<thead>
<tr>
<th>Faculty of Medicine Executive Team</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dean of the Faculty of Medicine</td>
</tr>
<tr>
<td>Vice-Dean for Education</td>
</tr>
<tr>
<td>Vice-Dean for Research</td>
</tr>
<tr>
<td>Vice-Dean for Institutional Affairs</td>
</tr>
</tbody>
</table>
Imperial College Healthcare NHS Trust

On 1 October 2007, the UK’s first Academic Healthcare Science Centre (AHSC) was established in North West London when Imperial College Healthcare NHS Trust was created by merging the Hammersmith Hospitals NHS Trust (Hammersmith, Queen Charlotte’s and Charing Cross Hospitals) and St Mary’s NHS Trust (St Mary’s Hospital), and integrating with Imperial College London. The Trust is now the largest in the country with an annual turnover of over £780 million, approximately 10,000 staff, and it sees over 500,000 patients a year.

The creation of the AHSC is a major advance for patient care, clinical teaching and scientific invention and innovation. The fusion of the different strands of our work and the achievements that can now be realised will lead to significant benefits for patients and greater advances in healthcare than could be delivered apart.

Collectively the three organisations already have a world-leading reputation. Hammersmith and St Mary’s Trusts have two of the highest clinical ratings in the country, rated second and third best Trusts for clinical performance, quality of care and safety.

2. The Department of Medicine

The Department of Medicine, led by Professor Martin Wilkins, is sub-divided into four Divisions: Experimental Medicine; Immunology & Inflammation; Infectious Diseases; and Diabetes, Endocrinology & Metabolism with particular strengths in infection, immunity and inflammation, genetics and clinical investigation. There is a broad spectrum of research “from the bench to the bedside”, with a particular emphasis on the application of modern scientific techniques to questions relevant to understanding the pathogenesis of disease and developing new approaches to treatment.

Within the Department there are currently 900 members of staff, based on six campuses. The Department has an annual research spend of £60m and a cohort of around 400 PhD students. The Department is responsible for teaching a substantial part of the undergraduate and clinical curriculum to medical students. It also has an extensive programme of postgraduate teaching, comprising of taught masters courses, short courses and supervised higher degree students.

Staffing

Head of Department
Professor Martin Wilkins

Heads of Division:

- Immunology & Inflammation
  Professor Marina Botto

- Experimental Medicine
  Professor Martin Wilkins

- Brain Sciences
  Professor Paul Matthews

- Diabetes, Endocrinology & Metabolism
  Professor Sir Steve Bloom

- Infectious Diseases
  Charles Bangham

- Director of Research
  Professor Graham Williams
3. The Division of Immunology and Inflammation

The Division of Immunology and Inflammation currently has approximately 120 staff and is headed by Professor Marina Botto. Research within the division covers a wide range of areas including the molecular mechanisms underlying systemic autoimmunity and renal diseases, cellular mechanisms of tissue injury, genetics of macrophage activation, cell signalling in cancer and inflammation, tumour immunology, immunometabolism and treatment of renal conditions. The Division is closely linked to the clinical research supported by the NIHR Imperial BRC.

4. THE POST – KEY RESULT AREAS, MAIN DUTIES AND RESPONSIBILITIES

4.1 Research

- Develop an independent research programme, which complements the aims of Division of Immunology and Inflammation, as outlined above
- Direct, lead or contribute to a research area with scientists, clinicians, technicians and students at the highest, scientifically rigorous, levels.
- Supervise, train and mentor scientists, clinicians, technicians and students at the highest, scientifically rigorous, levels.
- Make high quality research grant applications for external, personal funding to support the development of a personal research programme and to encourage and guide junior research staff to do the same.
- Support ongoing research projects within the Division of Immunology and Inflammation.
- Write reports for research sponsors and to take part in Audit.
- Submit research publications to refereed journals on a regular basis
- Attend and present findings at national and international conferences.
- Develop contacts and research collaborations with other research organisations, both academic and commercial.
- Collaborate with, and strengthen links with, colleagues within the Faculty of Medicine and contribute to the work of the Faculty and College.
- Collaborate with academic and clinical colleagues to enhance the NHS Trust’s translational research portfolio, at all times meeting the full requirements of Research Governance.
- Attend and contribute to research and administrative meetings within the Division/Department.
- Foster scientific collaborations through organising, attending and contributing to multidisciplinary meetings, within the Division/Department and with other appropriate parties at Imperial.

4.2 Teaching and Training

- Undertake teaching and examine courses at all levels – undergraduate, masters and higher research degrees – through lectures, seminars, tutorials, course work, clinical training (where applicable) and personal supervision.
- To plan and review own approach to teaching.
- To act as a coach and role model through excellent practice and mentoring of colleagues.
• To supervise MD and PhD candidates.
• To provide pastoral support for students.
• To train junior medical and nursing staff in the clinical setting.
• To contribute to curriculum development.
• To contribute to the assurance and enhancement of the quality of teaching, learning and research within the field.
• To contribute to postgraduate medical education within the Graduate School.
• To act as external examiner for postgraduate students.
• To work with national bodies on curriculum development and quality assurance.

4.3 Strategy and Business Planning

• To participate in the business planning and objective setting process for the academic team and the Trust’s Clinical Divisions where appropriate.
• To make a significant contribution to building and establishing links between the appropriate research sections of the College.
• To play an active part in the strategic planning of financial, staff and research resources.
• To represent the Division, Department, Faculty and College at external meetings, as appropriate.
• To represent the NHS Trust at appropriate clinical networks / other external clinical meetings, as delegated by the Clinical Division Director/Clinical Director.

4.4 Leadership and Team Working

• To demonstrate excellent leadership skills with regard to individual performance, academic teams, the department, Faculty, College, clinical teams, the NHS Trust and when participating in national/international initiatives.
• To work collaboratively with all members of the multi-disciplinary team and the College as required.
• To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
• To adhere to College and the NHS Trust guidelines on leave including reporting absence.

4.5 Management and Administrative duties

• Depending on level, to lead, play an active part in or contribute to the management of financial, staff and research resources, in line with College policy and procedure.
• To play a supportive role in unit administration, as appropriate.
• To undertake appropriate administrative tasks in support of the Division/Department teaching and research activities.
• To attend relevant academic or management committees.
• To comply with the College’s Equal Opportunities policy, Health and Safety policy and other College and departmental policies.
• To undertake other appropriate administrative duties commensurate with the grade of the post.
4.6 Staff Management

- To take responsibility for the appointment, management and development of College staff, in line with College policy and procedure.
- To undertake the Performance Review and Development Plan (PRDP) annually for all direct reports.
- To participate in team objective setting as part of the annual job planning cycle.
- To be responsible for the annual appraisal of staff who report to the post holder.
- To work with colleagues to ensure junior doctors' hours are compliant and in line with EWTD (European Working Time Directive) and New Deal.
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments.
- To participate in the recruitment of junior medical staff as delegated by the Clinical Divisional Director.

4.7 Providing High Quality Care to Patients

- The post holder must hold Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.
- To ensure prompt attendance at agreed direct clinical care Programmed Activities.
- To develop and maintain the competencies required to carry out the duties required of the post.
- To participate in timely reports that help direct patient care and participate in multidisciplinary team (MDT) meetings as required.
- To ensure patients are involved in decisions about their care and to respond to their views.

4.8 Clinical Performance Management

- To work with medical, nursing and managerial colleagues to ensure high performance in the following areas:
  - Clinical efficiency e.g. LOS (Level of Services) reductions, reducing cancelled operations and DNA (Did Not Attend) rates.
  - Quality of outcomes e.g. infection control targets, reducing re-admission rates.
  - Financial management e.g. identification, implementation and achievement of cost improvement programmes, participating in efforts to ensure services are cost effective, e.g. managing locum agency spend, monitoring and managing the drug budget to target, ensuring accuracy of clinical data for the team.
  - Operational efficiency e.g. day-case rates, waiting list activity and demand management.

4.9 Clinical Governance

- To review clinical outcomes in designated areas using external benchmarking data where appropriate, to identify and advise variances to the Clinical Division Director/Clinical Director.
- To participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented.
• To work closely with the Directorate, Patient and Public Involvement panels in relation to clinical and service developments as delegated by the Clinical Division Director/Clinical Director.

• To participate in ensuring NICE (National Institute for Health and Care Excellence) requirements are reviewed, implemented and monitored in the specialty areas.

• To ensure clinical guidelines and protocols are adhered to by junior medical staff and updated on a regular basis.

• To keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Divisional Director.

• To role model good practice for infection control to all members of the multidisciplinary team.

• The post holder will be required to maintain a programme of continuous professional development and revalidation of registration as required by external agencies and also to comply with the NHS Trusts’ clinical governance procedures. The NHS Trusts have clinical governance structures to deal with Clinical Risk Management, Clinical Effectiveness and Clinical Service Development.

• The post holder will be required to participate in regular clinical audit meetings, both departmental and across the NHS Trust, including mortality meetings and participation in Grand Rounds.

5. APPRAISAL AND PERFORMANCE REVIEW SYSTEMS

Clinical staff

A system of joint Academic/NHS Appraisal is in place for all Consultant Clinical Academic staff of Imperial College London with honorary contracts at local NHS Foundation Trusts. This is conducted on an annual basis in conjunction with a review of the post holder’s job plan. The job plan will be a prospective agreement that sets out the duties, responsibilities and objectives for the coming year. It should cover all aspects of a Consultant’s professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives, and details of the support required by the Consultant to fulfil the job plan and objectives.

The post holder is expected to comply with requirements of revalidation process established within the Trust.

The Department runs a mentoring scheme which is open to all staff and formal mentorship is available to all new Consultant appointments at the Trust and will be provided within the Division for this appointment if desired.

6. JOB PLAN

A formal job plan will be agreed annually between the post holder, the Head of Imperial College Division/Department and the appropriate Clinical Division Director, on behalf of the Medical
Director. The example given below is not designed to be exhaustive, and a more detailed job plan will be required and will be determined by the requirements of the post.

The post holder, the Head of IC Division/Department and the Clinical Division Director / Chief of Service will review the job plan annually in line with the provisions of the Terms and Conditions of employment. Either may propose amendment of the job plan.

Programmed Activities (PA’s)

For a full-time contract: a total of 10 PA’s

<table>
<thead>
<tr>
<th>Academic Activities</th>
<th>6 - 8 PA’s per week (including research, teaching and administrative responsibilities)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Activities</td>
<td>1 - 2 PA’s per week (including clinical activity, clinically related activity, predictable and unpredictable emergency work)</td>
</tr>
<tr>
<td>Supporting Professional Activities</td>
<td>1 - 2 PA’s per week (including audit, clinical governance, teaching, research, educational supervision of junior staff and CPD)</td>
</tr>
</tbody>
</table>

Regular meetings: Monthly committee meetings, monthly operational meetings, monthly Consultant meetings, rolling programme of directorate meetings, case consultation meetings, MDTs meetings, ad hoc meetings.

On call: On-call duties will be determined by the requirements of the post.

7. OFFICE/ADMINISTRATIVE FACILITIES AND LABORATORY ARRANGEMENTS

The post holder will have office facilities, including computer with internet access, and access to administrative support at the Hammersmith campus.

Laboratory facilities will be provided within the Division of Immunology and Inflammation /Department of Medicine.

The successful candidate will be expected to observe and comply with all College policies and regulations, including the key policies and procedures on Confidentiality, Conflict of Interest, Data Protection, Equal Opportunities, Financial Regulations, Health and Safety, Imperial Expectations, Information Technology, Private Engagements and Register of Interests, and Smoking.

The successful candidate will need to accept and undertake specific health and safety responsibilities relevant to the role, as set out on the College Website Health and Safety Structure and Responsibilities page (http://www3.imperial.ac.uk/safety/policies/organisationandarrangements).

Job descriptions cannot be exhaustive and the post-holder may be required to undertake other duties, which are broadly in line with the above key responsibilities.
Imperial College is committed to equality of opportunity and to eliminating discrimination. All employees are expected to adhere to the principles set out in its Equal Opportunities in Employment Policy, Promoting Race Equality Policy and all other relevant guidance/practice frameworks.

The College believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes where their use is shown to be necessary for developing new treatments and making medical advances. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in the College’s care are treated with full respect, and that all staff involved with this work show due consideration at every level.

http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/

Committed to equality and valuing diversity, we are an Athena SWAN Silver Award winner, a Stonewall Diversity Champion, a Disability Confident Employer and work in partnership with GIRES to promote respect for trans people.

8. PERSON SPECIFICATION

Imperial Expectations

These are the 7 principles that all staff are expected to follow:

1) Champion a positive approach to change and opportunity
2) Communicate regularly and effectively within, and across, teams
3) Consider the thoughts and expectations of others
4) Deliver positive outcomes
5) Encourage inclusive participation and eliminate discrimination
6) Support and develop staff to optimise talent
7) Work in a planned and managed way
<table>
<thead>
<tr>
<th>Criteria for Selection</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
</table>
| Qualifications and skills | • Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.  
• Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.  
• Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT  
• Appropriate specialist qualification  
• Further Higher Degree – MD, PhD or equivalent | | |
| Research Experience | • A national reputation in their field  
• A track record in attracting research funding  
• Evidence of contribution to the development and performance of colleagues through coaching and mentoring  
• Experience and capability to act as a role model in areas of research, teaching and management as appropriate  
• Experience in leading the design of research programmes  
• An excellent publication record | | |
| Teaching and training experience | • Experience of Training Undergraduate and Postgraduate students  
• Experience of supervision of higher degrees (PhD, MD(Res))  
• Experience of supervising junior medical staff | | |
| Clinical experience and effectiveness | • Appropriate level of clinical knowledge  
• Understanding of clinical risk management  
• Evidence of achievement appropriate to appointment at consultant level (or approaching) at Imperial College Healthcare Trust or another NHS Trust as appropriate.  
• Clinical training and experience in an appropriate area equivalent to that required for a UK CCT (or approaching CCT) | • Additional clinical experience/training that may be required |
<table>
<thead>
<tr>
<th>Management and administrative experience</th>
<th>Personal attributes</th>
</tr>
</thead>
</table>
| • Statement regarding appropriate training and experience including that relating to a special interest  
  • Evidence of expertise in an appropriate field  
  • Understanding of the principles of clinical audit  
  • Be able to communicate well, conveying ideas and concepts clearly and effectively  
  • Have a high level of analytical capability  
  • Be able to make a significant contribution to the management of a department  
  • Have proven skills in leading, motivating, developing and managing the performance of colleagues | • Evidence of management and administration experience  
• Good leadership skills  
• Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses, students and other agencies  
• Ability to work under pressure  
• Good organisational and management skills  
• Supportive and tolerant  
• Ability to work within a multidisciplinary team  
• Caring attitude to patients  
• Resident within 10 miles or 30 minutes of hospital  
• To have completed special skills modules appropriate to the post |
<table>
<thead>
<tr>
<th>Criteria for Selection</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
</table>
| **Qualifications and skills** | • Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.  
• Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.  
• Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT  
• Appropriate specialist qualification  
• Further Higher Degree – MD, PhD or equivalent | | |
| **Research Experience to include:** | • An established national reputation and a developing international reputation in their field of research  
• A sustained track record in attracting high levels of research funding  
• Evidence of contribution to the development and performance of colleagues through coaching and mentoring  
• Experience and capability to act as a role model in areas of research, teaching and management as appropriate  
• Extensive experience in leading the design of research programmes  
• An excellent publication record | | |
| **Teaching and training experience** | • Experience of training undergraduate and postgraduate students  
• Experience of supervision of higher degrees (PhD, MD(Res))  
• Experience of supervising junior medical staff | | |
| **Management & administrative experience to include** | • The ability to communicate well, conveying ideas and concepts clearly and effectively  
• A high level of analytical capability  
• The ability to make a significant contribution to the management of a department  
• Proven skills in leading, motivating, developing and managing the | • Evidence of management and administration experience | |
| Clinical experience and effectiveness | • Appropriate level of clinical knowledge  
• Understanding of clinical risk management  
• Evidence of achievement appropriate to appointment at consultant level at Imperial College Healthcare Trust or another NHS Trust, as appropriate  
• Clinical training and experience in an appropriate area equivalent to that required for a UK CCT  
• Statement regarding appropriate training and experience including that relating to a special interest  
• Evidence of expertise in an appropriate field  
• Understanding of principles of clinical audit | • Additional clinical experience/training that may be required |
|---|---|---|
| Personal attributes | • Good leadership skills  
• Ability to work under pressure  
• Good organisational and management skills  
• Supportive and tolerant  
• Ability to work within a multidisciplinary team  
• Ability to communicate effectively with colleagues, patients, relatives, GPs (General Practitioners), nurses, students and other agencies  
• Caring attitude to patients  
• Resident within 10 miles or 30 minutes of hospital | • Completed special skills modules appropriate to the post |
Clinical Professorial / Chair Candidates

<table>
<thead>
<tr>
<th>Criteria for Selection</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
</table>
| Qualifications and skills                   | • Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.  
  • Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.  
  • Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT  
  • Appropriate specialist qualification  
  • Further Higher Degree – MD, PhD or equivalent |                                                     |-----------|
| Research Experience to include:            | • An international reputation in their field of research  
  • A sustained track record in attracting high levels of research funding  
  • Evidence of contribution to the development and performance of colleagues through coaching and mentoring  
  • Experience and capability to act as a role model in areas of research, teaching and management as appropriate  
  • Extensive experience in leading the design of research programmes  
  • An excellent publication record |                                                     |-----------|
| Teaching and training experience            | • Experience of training undergraduate and postgraduate students  
  • Experience of supervision of higher degrees (PhD, MD(Res))  
  • Experience of supervising medical staff |                                                     |-----------|
| Management & administrative experience to include: | • The ability to communicate well, conveying ideas and concepts clearly and effectively  
  • A high level of analytical capability | • Evidence of management and administration experience |
The ability to make a significant contribution to the management of a department
Proven skills in leading, motivating, developing and managing the performance of colleagues, ensuring the effective performance and development of a leading research department

Clinical experience and effectiveness
- Appropriate level of clinical knowledge
- Understanding of clinical risk management
- Evidence of achievement appropriate to appointment at consultant level at Imperial College Healthcare Trust or another NHS Trust, as appropriate
- Clinical training and experience in an appropriate area equivalent to that required for a UK CCT
- Statement regarding appropriate training and experience including that relating to a special interest
- Evidence of expertise in an appropriate field
- Understanding of principles of clinical audit

Personal attributes
- Good leadership skills
- Ability to work under pressure
- Good organisational and management skills
- Supportive and tolerant
- Ability to work within a multidisciplinary team

- Additional clinical experience/training that may be required
- Completed special skills modules appropriate to the post

Applicants should note that it may be necessary to disclose personal data and sensitive personal data between relevant organisations during the recruitment and selection process; for example, between the College and a particular NHS Trust in order to determine seniority and starting salary.

9. SALARY AND CONDITIONS OF SERVICE

A full set of terms and conditions will be given to the successful candidate, together with the College’s most important policies which affect staff. The principal terms and conditions are as follows:

For staff who will hold an honorary consultant contract, appointment will be made at an appropriate point on the new National Consultant Clinical Academic pay scale according to
seniority plus the London Allowance. Calculation of basic salary and pay thresholds are based on the level of seniority of the applicant's service.

Annual cost of living increases will be determined in line with the recommendations of the Universities and Colleges Employers’ Association’s Clinical Academic Staff Salaries Committee (CASSC).

Clinical Academic appointments require checks by the Disclosure and Barring Service or DBS, (formerly the Criminal Records Bureau (CRB)). This appointment is subject to a satisfactory enhanced for regulated activity Disclosure and Barring Service (DBS) disclosure. Further information about the DBS disclosure process can be found at http://www.homeoffice.gov.uk/agencies-public-bodies/dbs/ or by telephoning 0870 90 90 811. You may also wish to view the College’s policy statements on the Recruitment and Employment of Ex-Offenders and the Secure Storage, Use, Retention & Disposal of Disclosures and Disclosure Information.

Clinical academic appointments are conditional on medical clearance by the College Occupational Health Service and by the relevant Trust’s Occupational Health Service that the candidate is fit for the employment.

Clinical academic members of staff are entitled to paid annual leave and are encouraged to take it. Additional leave may also be taken for conferences, networking and to pursue research and collaborative interests. Academic members of staff normally take leave during College vacations. All leave is taken by arrangement with the Head of Department in the light of academic and departmental requirements.

Personal annual leave entitlement is 30 days (pro rata for part-time staff).

Staff are also entitled to 10 days public holidays per annum (including two statutory days).

College closure days are allocated in addition to public holidays at Christmas and Easter. There is no obligation for staff to take days during college closure dates but if you do, this must be taken as part of your annual leave entitlement.

The occupational pension scheme is the Universities Superannuation Scheme (USS). Staff members who are already members of the Federated Superannuation System for Universities (FSSU) or the National Health Service Superannuation Scheme (NHSPS) may, if they are still eligible, retain their membership in these schemes.

Unless stated otherwise in the offer of employment, or agreed by the head of department, the appointment may be terminated by either side by giving a minimum of three months’ notice in writing. The last day of service should fall on one of the following dates: 31 December; 31 March; 30 June or 30 September or at the end of a term by agreement with the Head of Department.

All staff have a probationary period of six months, with the exception of Non-Clinical Lecturers and Senior Lecturers (Clinical and Non-Clinical) who normally serve three years. Clinical Lecturers normally serve one year.

Staff on a fixed term contract receive notice of the ending of their employment within that contract. No further contractual notice will be given unless the contract is to terminate prior to the end date specified in the offer of employment. In these circumstances the notice from the College would be as above.
10. APPLICATIONS

Our preferred method of application is online, on our website at the following link: https://www.imperial.ac.uk/jobs/ (select “Job Search”). Please apply online, uploading any relevant supporting documents such as a full CV, which should include:

- degrees (including universities and dates);
- past and present posts, list of publications;
- brief description of current and future research plans;
- information on research grants and contracts which have been obtained, student supervision, etc;
- information regarding public engagement undertaken with research activities. Examples include: participating in festivals, working with cultural venues; creating opportunities for the public to inform research; researchers and the public working together to inform policy; citizen researchers and web based experiments, public debates, etc.

For technical issues, please email recruitment@imperial.ac.uk

For further information on the recruitment process for Chairs and Readers, please contact:

Maria Monteiro, Welcome Service and Senior Appointments Manager, at m.monteiro@imperial.ac.uk Telephone: +44 (0)207 594 5498