

**Weston Clinical Chair in Neonatology**  
**Faculty of Medicine**  
**Job Description**

**1. Details of the post**

<b>Title</b>	Clinical Weston Chair in Neonatology
<b>Department</b>	A Department within Faculty of Medicine, depending on the postholder's academic area of expertise
<b>Main site of activity</b>	Dependent on the area of expertise of the postholder
<b>Responsible to</b>	Appropriate Head of Department
<b>Accountable to</b>	Professor Jonathan Weber, Dean of the Faculty of Medicine
<b>Honorary Consultant Contract</b>	Imperial College Healthcare NHS Trust and/or Chelsea and Westminster NHS Foundation Trust
<b>Substantive Contract Type</b>	Open ended, full time
<b>Job Family</b>	Clinical Academic
<b>Working hours</b>	40 hours per week
<b>Salary range:</b>	£82,096 - £110,663 per annum (dependent on seniority within the national clinical salary scales), plus £2,162 per annum London Allowance

**2. Background to the post**

There has never been a more exciting time for a clinical academic in neonatology to join us in the Faculty of Medicine at Imperial College London (Imperial). We are currently recruiting to two positions in the field. One is focused on paediatrics/child health and this one in neonatology, which is generously supported by a bequest from the Garfield Weston Foundation Trust. We are looking for an expert in neonatology research with a passion for improving the health of newborns facing complex challenges. The successful candidate must have or be interested in developing a UK-focused research programme. International candidates are encouraged to apply, but will be required to register to practice medicine in the UK if appointed.

This new position will support the shared vision of Imperial, Imperial College Healthcare NHS Trust (ICHT) and Chelsea and Westminster NHS Foundation Trust (C&W) for West London Childrens' Healthcare (WLCH).

WLCH has been founded to provide specialist paediatric and child healthcare in West and North West London, and to improve the health and wellbeing of the children we serve by moving beyond the boundaries of our individual organisations to deliver truly integrated care. The key focus will be on outcomes that that really matter to patients.

The integration of all paediatric services at ICHT and C&W will be brought together under a single leadership structure, which is accountable to both Trust Boards for all elements of operational, quality, safety and financial performance. This will be closely linked with research activities lead by Imperial College London.

We believe that we can significantly improve outcomes for children in our area by offering care that:

- is truly integrated across our hospitals and with other acute, specialist, community and primary care partners
- benefits from, and contributes to, the most up-to-date learning, research and innovation, with a special focus on common childhood illness, and with links into Imperial researchers in a wide variety of fields that can have a positive impact on many aspects of child health

- has a strong emphasis on preventing ill health and promoting the wider physical and emotional wellbeing of children and families

Our paediatric services are delivered across five hospitals, where we have 296 beds. This includes 151 general and acute beds, 97 neonatal and SCBU beds and 48 PICU, high dependency and transition beds. Last year we saw 140,000 outpatients and carried out 16,000 elective procedures, and more than 50,000 children attended and were cared for in our Emergency Departments. There are 340 doctors and 745 nurses caring for our young patients, and our approximate budget is £100m annually.

To ensure we cover the whole gamut of possibilities to help improve child health, we have formed a further network - the West London Childrens' Healthcare Alliance. This Alliance is between WLCH and other providers working to advance the health and wellbeing of children, including but not limited to the National Health Service (NHS), local borough, charities and the voluntary sector.

Our collaborative approach will strengthen professional relationships within the North West London system to enhance care of babies, children and young people, to provide the best possible start in life and a healthy transition to adulthood.

The successful applicant will also engage with our newly formed [Imperial Centre for Paediatrics and Child Health](#) and the [Mohn Centre for Children's Health and Wellbeing](#), which already work with College, our partner Trusts, WLCH and each other.

The next few years will see Imperial and its Trust partners work ever more closely on a shared ambition to deliver truly integrated care for babies, children and young people. This post will play a pivotal role in this vision.

#### Neonatology at Imperial

We have established neonatology research interests at Imperial, including our [Neonatal Medicine Research Group](#) (NMRG), which is a multi-professional research group based at the Chelsea and Westminster Hospital Campus of Imperial College London within the [School of Public Health](#). The focus of this group is on the newborn baby. The NMRG has a major interest in neonatal nutritional support and the later life impact of preterm birth. They carry out observational and interventional research including clinical trials. An important part of their work is the use of "real-world data", i.e. data recorded in the course of routine care, to improve the evidence-base for newborn care and enable research to be conducted more efficiently, rapidly and at a lower cost than currently possible.

The NMRG developed, leads and manages the [National Neonatal Research Database](#). This is a national and international resource, used in our own research and to support studies carried out by a wide range of clinical, academic, health services and policy researchers. The National Neonatal Research Database is also the primary data source for the Royal College of Paediatrics and Child Health National Neonatal Audit Programme. We conduct analyses for this audit and contribute to other national audits and quality improvement programmes.

The NMRG collaborates with researchers in the UK and around the world. Members of our team are co-investigators on the [March of Dimes Prematurity Research Centre](#), the [Discover-NOW](#) national data hub at Imperial College London, and the [Maternal and Newborn Policy Research Unit](#) at the National Perinatal Epidemiology Unit at the University of Oxford. We are a member of the [UK Health Data Research Alliance](#).

Another area of our neonatal research focus occurs within the [Centre for Perinatal Neuroscience](#) (CPN), within the [Department of Brain Sciences](#). Here our work centres around understanding brain development and injury in newborns, and evaluating novel therapies to protect the newborn brain.

The CPN has three main areas of research, firstly disease stratification in neonatal encephalopathy. We know neonatal encephalopathy is a heterogeneous condition, and there are more than a dozen highly effective therapies from preclinical studies, but we need a way to identify the specific therapy that will be most beneficial for an individual baby. So, we are developing bedside tools and point of care tests for rapid disease stratification in neonatal encephalopathy based on the host transcriptomic profile. Secondly, the CPN is investigating quantitative surrogate MR biomarkers for neuroprotection, due to the long gap between an intervention and a meaningful outcome evaluation. Finally, we are working to address the disproportionately high impact of life-long disabilities arising from neonatal brain injury in low- and middle-income countries.

The successful applicant to this post will be expected to commence in, or work towards, relevant leadership roles.

This new position will be supported by a generous philanthropic gift from the Garfield Weston Foundation Trust, as well as Imperial and our Trust partners ICHT and C&W.

**3. The Faculty of Medicine**

Imperial College London is an internationally leading science and technology focused university, with a vision to attract the world’s brightest academics. The Faculty of Medicine fosters the most effective academic, clinical research and education environments possible, across its multiple campuses. Alongside our partners, we enable and support the continued evolution of Imperial as an international powerhouse of medical research, education and innovation.

We enjoy a rich and distinctive environment for medical science and reap extraordinary benefits from being deeply embedded within a wider ecosystem of excellent fundamental science and translational research that takes place across the Colleges three Faculties (Medicine, Natural Sciences and Engineering) and Business School. Imperial excels across the whole gamut of biomedical research activity - from molecular and structural biology to public health and epidemiology, and we provide resources and support for our academics across this spectrum. We are a leader in convergent science, and bring together our medical researchers, clinicians, engineers, chemists, structural sciences, biologists, epidemiologists and data scientists to focus their expertise on the many different aspects of significant healthcare challenges.

Faculty of Medicine Executive Team

Dean of the Faculty of Medicine	Professor Jonathan Weber
Vice-Dean for Institutional Affairs	Professor Clare Lloyd
Vice-Dean for International Activities	Professor Desmond Johnston
Vice-Dean for Education	Mr Martin Lupton
Vice-Dean for Research	Professor Martin Wilkins
Vice-Dean for Academic Development	Professor Neil Ferguson

The Faculty of Medicine occupies several West London campuses, including South Kensington, White City and hospital sites including Charing Cross, Chelsea and Westminster, Hammersmith, Northwick Park, Royal Brompton and St Mary’s. However, although we work on several different sites, our eight academic departments function as one Faculty.

#### Faculty of Medicine Department and their Heads

Department of Brain Sciences	Professor Paul Matthews
Department of Immunology and Inflammation	Professor Marina Botto
Department of Infectious Disease	Professor Wendy Barclay
Institute of Clinical Sciences	Professor Dame Amanda Fisher
Department of Metabolism, Digestion and Reproduction	Professor Mark Thursz
National Heart and Lung Institute	Professor Edwin Chilvers
School of Public Health	Professor Deborah Ashby
Department of Surgery and Cancer	Professor George Hanna

The main paediatric and child health activity currently takes place within Department of Brain Sciences, Department of Infectious Disease, National Heart and Lung Institute and the School of Public Health. The successful recruit to this post will work within the most relevant of the Faculty's eight departments for their field.

The Faculty enjoys great success in attracting external research funding and support. For example, research income from competitive grants is likely to exceed £200 million this year, and philanthropic donations in 2019 totalled over £49 million.

For more information on the Faculty and its departmental structure, see:

<https://www.imperial.ac.uk/medicine/> and <https://www.imperial.ac.uk/medicine/departments/>

#### **4. Partners and Partnerships**

##### Imperial College Academic Health Science Centre

[Imperial College Academic Health Science Centre \(AHSC\)](#), is a strategic partnership between Imperial College London, Imperial College Healthcare NHS Trust, Royal Brompton & Harefield NHS Foundation Trust, Royal Marsden NHS Foundation Trust, Chelsea & Westminster NHS Foundation Trust and the Institute of Cancer Research (ICR) around a common purpose of delivering better health outcomes through alignment of their research, education and patient care missions. The Imperial College AHSC was the first to be established in the UK, and is one of only eight centres nationally that currently holds National Institute of Health – NHS England/Improvement designation (2020-2025).

Imperial College AHSC's strategic goals are focussed on i) integrating the research strengths across all Imperial College (IC) faculties and the ICR with the critical mass of NHS partners ii) creating powerful interdisciplinary synergies through translational science, bioengineering and informatics; iii) training the next generation of multidisciplinary clinical scientists and iv) translating discovery science into new healthcare practices and policies. Its activities are focussed on six priority disease areas: brain diseases, cancer, cardiovascular disease, infections and antimicrobial resistance, metabolic medicine and respiratory disease.

Current key AHSC work programmes are focused on:

- Population health – leveraging the capability in Imperial School of Public Health to deliver novel programmes in disease prevention, early diagnosis and health service management
- Health Informatics – unlocking and enriching information health research information (in bespoke data sets and the patient clinical record) for research and clinical service benefit.
- Clinical academic training and education and the integration of the AHSC “research and innovation” ethos into all areas of clinical service delivery.
- Innovation in new models of care particularly clinical paediatrics and diagnostics.

### Imperial College Health Partners

The [Imperial College Health Partners](#) (ICHP) has 20 members and brings together NHS providers of healthcare services, clinical commissioning groups and leading universities across North West London. It is also the designated Academic Health Science Network for North West London. The ICHP works to turn the potential of innovation into reality to help solve pressing challenges by collaborating across the health sector. By connecting a unique network of health experts, the ICHP can accelerate the adoption and spread of innovation amongst our member organisations.

We are also the designated Academic Health Science Network (AHSN) for North West London and a member of The AHSN Network.

### Other partners

Additional academic partnerships include the [Cancer Research Centre of Excellence](#) (with the Institute of Cancer Research). We are also a founding partner of the [Francis Crick Institute](#) (along with the Medical Research Council, Cancer Research UK, Wellcome, Kings College and UCL). The [MRC London Institute of Medical Sciences](#) is firmly embedded within the Faculty of Medicine, forming a large component of the Institute of Clinical Sciences. We have established the [Lee Kong Chian School of Medicine](#) in Singapore - a very successful partnership between Nanyang Technological University and Imperial. We also host the cross-Faculty [Institute of Global Health Innovation](#), which is led by Professor the Lord Ara Darzi of Denham and Professor David Nabarro.

### **Imperial College Healthcare NHS Trust (ICHT)**

[Imperial College Healthcare NHS Trust](#) provides acute and specialist healthcare in North West London for around a million and a half people every year. Formed in 2007, the Trust is one of the largest NHS trusts in the country, with an annual turnover of over £1.3 billion, approximately 14,000 staff, and it sees over a million patients a year.

ICHT's five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and The Western Eye – have a long and distinguished track record in research and education, influencing clinical practice nationally and worldwide. The Trust has a growing number of community services and provide private healthcare in dedicated facilities on all of their sites, including at the Lindo Wing at St Mary's.

The Trust, with Imperial College London, hosts one of 20 National Institute for Health Research (NIHR) [Biomedical Research Centres \(BRC\)](#). This is a designation is given to the most outstanding NHS and university research partnerships in the country, leaders in scientific translation, and early adopters of new insights in technologies, techniques and treatments for improving health.

### **Chelsea and Westminster NHS Foundation Trust (C&W)**

[Chelsea and Westminster Hospital NHS Foundation Trust](#) is one of the top ranked and top performing hospital trusts in the UK. It employs more than 6,000 staff across two main hospital sites, Chelsea and Westminster Hospital and West Middlesex University Hospital, and 12 community-based sexual health and HIV clinics within North West London. C&W cares for a community of over 1.5 million people.

Both hospitals have major A&E departments, treating over 300,000 patients each year. The Trust is the second largest maternity service in England, delivering over 11,000 babies every year. The specialist care includes the world-renowned burns service, which is the leading centre in London and

the South East, C&W run Chelsea Children's Hospital with paediatric inpatient and outpatient services, and our specialist HIV and award-winning sexual health care services.

We have an excellent research portfolio, with a particular strength in the Neonatal Research Unit, which has three broad areas of activity. These are firstly a multidisciplinary team researching body composition and metabolism, including how nutrition during pregnancy and early infancy may influence long-term health. The second is the Neonatal Data Analysis Unit (NDAU), which analyses data from neonatal records from across the country, promoting their optimal use and facilitating research. The NDAU also analyses data for the Royal College of Paediatrics & Child Health National Neonatal Audit Programme. Finally, C&W is the lead neonatal unit for several clinical trials that are investigating the benefits of new treatment options for babies, including those born very preterm.

## **5. Key Result Areas, Main Duties and Responsibilities**

### **5.1 Research**

- Establish and maintain a scientifically rigorous research programme at Imperial,
- Develop and foster appropriate internal and external collaborations, including with our Trust partners
- Supervise, train and mentor junior scientists, clinicians, technicians and students
- Obtain funds and research grants, and support and encourage more junior research colleagues to do the same
- Publish and disseminate research findings at relevant meetings as would be expected in your field, and to the highest standards of research integrity and governance

### **5.2 Education - Teaching and Training**

- Teach and examine courses at all levels – undergraduate to higher research degrees – via lectures, seminars, tutorials, course work, clinical training (where applicable) and/or supervision as relevant
- Supervise MD and PhD candidates, and act as external examiner for postgraduate students
- Train junior medical and nursing staff in the clinical setting
- Contribute to curriculum and assessment development

### **5.3 Strategy and Business Planning**

- Participate in the business planning and objective setting process for relevant Imperial units/department and the Trust's clinical divisions as appropriate
- Contribute to building and maintain links between other appropriate research sections and colleagues in different parts of the Faculty and wider College
- Represent the Department, Faculty and/or College at external meetings, as required
- To represent the NHS Trust at appropriate clinical networks / other external clinical meetings, as required

### **5.4 Leadership and Team Membership**

- Demonstrate excellent leadership skills, and work towards relevant leadership roles within the College
- Work collaboratively with all Departmental, Faculty, College and NHS Trust colleagues
- Help to resolve conflict and difficult situations through negotiation and discussion

### **5.5 Management and Administrative duties**

- Actively manage financial, staff and research resources, in line with College policy and procedure

- Play a supportive role in unit administration, as appropriate
- Undertake appropriate administrative tasks in support of the Section's/Division's/Department's teaching and research activities, as appropriate
- Attend relevant academic, research or management committees
- Comply with the College's Equal Opportunities, Health and Safety, Research Integrity and other relevant policies

#### **5.6 Staff Management**

- Take responsibility for the appointment, management and development of College staff, in line with College policy and procedure
- Undertake the annual review process for all direct reports
- Participate in team objective setting as part of the annual job planning cycle
- Ensure the hours of work for junior doctors are compliant with relevant regulations and policies
- Work with colleagues to help ensure adherence to processes and procedures to control and monitor leave for junior medical staff, including on-call commitments
- Participate in the recruitment of junior medical staff as delegated by the Clinical Divisional Director

#### **5.7 Providing High Quality Care to Patients**

- The post holder must be medically qualified and maintain General Medical Council specialist registration
- Attend agreed direct clinical care Programmed Activities
- Provide timely reports to help direct patient care and participate in multidisciplinary team meetings as required
- Ensure patients are involved in decisions about their care and to respond to their views

#### **5.8 Clinical Performance Management**

- To work with medical, nursing and managerial colleagues to ensure high performance in the following areas:
  - Clinical efficiency e.g. Level of Services reductions, reducing cancelled operations and 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.

#### **5.9 Clinical Governance**

- Review clinical outcomes in designated areas using external benchmarking data where appropriate, to identify and advise variances to the Clinical Divisional Director
- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented
- Work closely with the Directorate, Patient and Public Involvement panels in relation to clinical and service developments as delegated by the Clinical Divisional Director
- Participate in work ensuring National Institute for Health and Care Excellence requirements are reviewed, implemented and monitored in the specialty areas

- Ensure clinical guidelines and protocols are adhered to by junior medical staff and updated on a regular basis
- Keep fully informed about best practice in the specialty areas and ensure implications for practice changes are discussed with the Clinical Divisional Director
- Be a role model for good practice for infection control
- Maintain a programme of continuous professional development and revalidation of registration as required by external agencies and 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
- Participate in regular clinical audit meetings, both departmental and across the NHS Trust, including mortality meetings and Grand Rounds

## **6. Appraisal and Performance Review Systems and Mentoring Support**

### **Academic staff**

The purpose of the appraisal and performance review systems is to review performance and development needs. All staff are required to participate in these schemes annually and/or when requested to do so by their supervisor, and Personal Review and Development Plans are conducted on an annual basis in conjunction with their line manager.

### **Clinical Academic staff**

A system of joint Academic/NHS Appraisal is in place for all Consultant Clinical Academic staff of Imperial College London with honorary contracts with relevant NHS Foundation Trusts and/or Imperial College Healthcare NHS Trust. 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 will cover all aspects of a Consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It will 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 Trusts.

Please note: International candidates are encouraged to apply, but will be required to register to practice medicine in the UK if appointed.

## **7. Job Plan**

The post holder, the Head of their Department and the Clinical Divisional Director, on behalf of the Medical Director, will agree and then review annually a formal job plan.

The Lead Clinician within the respective department/division will be available to support the appointee.

Where there is out of hours working (e.g. weekend working) then consideration of time off in lieu will be made available in discussion with respective academic and clinical line managers.

### **Programmed Activities (PAs)**

Full-time contract has a total of 10 PAs.

The breakdown of the PAs below are intended as a guide only, and the exact details will depend on the interests and plans of the successful candidate. The details will be discussed before appointment. The clinical commitment (acute and outpatient) will depend on the expertise of the appointee, but will not exceed a total of 2PAs

Academic Activities	6-8 PAs per week (including research, teaching and administrative responsibilities)
Clinical Activities	1-2 Direct Clinical Care (DCC) PAs per week (including clinical activity, clinically related activity, predictable and unpredictable emergency work); typical outpatient clinical template is 2 new patients (2 x 30-minute slots) and 8 follow-up patients (8 x 15-minute slots). The exact nature and balance of the work will depend on the interests and expertise of the post-holder.
Supporting Professional Activities	1-2 PAs per week (including audit, clinical governance, teaching, research, educational supervision of junior staff and CPD); academics will typically have a ratio of DCC to SPA of 3:1

**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.

#### **8. Office/Administrative Facilities and Laboratory Arrangements**

The post holder will have office facilities, access to administrative support and laboratory facilities at the appropriate campus, depending on the Department they join.

#### **9. Person specifications**

Please note that 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 follow the 7 Imperial Expectations detailed below:

1. Champion a positive approach to change and opportunity
2. Encourage inclusive participation and eliminate discrimination
3. Communicate regularly and effectively within and across teams
4. Consider the thoughts and expectations of others
5. Deliver positive outcomes
6. Develop and grow skills and expertise
7. Work in a planned and managed way

Employees are also required to comply with all College policies and regulations, paying special attention to:

Confidentiality  
 Conflict of Interest  
 Data Protection  
 Equal Opportunities

Financial Regulations Health  
 and Safety Information  
 Technology  
 Smoking

Private Engagements and  
 Register of Interests

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/undertake specific safety responsibilities relevant to the role, as set out on the College Website Health and Safety Structure and Responsibilities page [www.imperial.ac.uk/safety](http://www.imperial.ac.uk/safety)

We are committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We therefore encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender identity, sex, or sexual orientation. We are an Athena SWAN Silver Award winner, a Disability Confident Leader and a Stonewall Diversity Champion.

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

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: [www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research](http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research)

### Clinical Professorial Candidates

Criteria for Selection	Essential	Desirable
<b>Qualifications and skills</b>	<ul style="list-style-type: none"> <li>• Full General Medical Council (GMC) registration               <ul style="list-style-type: none"> <li>○ Or eligibility for this if currently based overseas</li> </ul> </li> <li>• Appropriate specialist qualification</li> <li>• Certificate of Completion of Training (CCT) in Paediatric (Neonatal Medicine)               <ul style="list-style-type: none"> <li>○ Or equivalent international qualification</li> </ul> </li> <li>• Entry on the GMC Specialist Register or eligibility for entry within 6 months of the date of the Advisory Appointments Committee meeting</li> </ul>	

	<ul style="list-style-type: none"> <li>• Membership of the relevant Royal College (UK), MRCP or MRCPCH, or an equivalent qualification</li> <li>• Further Higher Degree – MD, PhD or equivalent</li> </ul>	
<b>Research experience</b>	<ul style="list-style-type: none"> <li>• An international reputation in the field of research</li> <li>• A track record in attracting appropriate levels of research funding</li> <li>• Evidence of contribution to the development and performance of colleagues through coaching and mentoring</li> <li>• Experience and capability to act as a role model in areas of research, teaching and management as appropriate</li> <li>• Appropriate experience in leading the design of research programmes</li> <li>• An excellent publication record</li> </ul>	
<b>Education - teaching and training experience</b>	<ul style="list-style-type: none"> <li>• Experience of training undergraduate and postgraduate students</li> <li>• Experience of supervision of higher degrees (PhD, MD(Res))</li> <li>• Experience of supervising medical staff</li> </ul>	
<b>Management and administrative</b>	<ul style="list-style-type: none"> <li>• Excellent communication skills</li> <li>• High-level analytical capability</li> <li>• Ability to make appropriate contribution to the management of a department</li> <li>• Proven skills in leading, motivating, developing and managing the performance of colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of management and administration experience</li> </ul>
<b>Clinical experience and effectiveness</b>	<ul style="list-style-type: none"> <li>• Appropriate level of clinical knowledge</li> <li>• Understanding of clinical risk management</li> <li>• Evidence of achievement appropriate to appointment at consultant level at a UK National Health Service, or equivalent</li> <li>• Clinical training and experience in an appropriate area equivalent to that required for a UK CCT</li> <li>• Statement regarding appropriate training and experience including that relating to a special interest</li> <li>• Evidence of expertise in an appropriate field</li> </ul>	<ul style="list-style-type: none"> <li>• Additional clinical experience/training that may be required</li> </ul>

	<ul style="list-style-type: none"> <li>• Understanding of principles of clinical audit</li> </ul>	
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>• Excellent leadership skills</li> <li>• Ability to work under pressure</li> <li>• Excellent organisational and management skills</li> <li>• Supportive, tolerant, inclusive and good at consensus building</li> <li>• Ability to work within a multidisciplinary team</li> <li>• Collaborative and able to build and sustain effective working relationships, both internally and externally</li> <li>• Able to be resident within 10 miles or 30 minutes of the Hospital where the honorary consultant contract will be held</li> </ul>	<ul style="list-style-type: none"> <li>• Completed special skills modules appropriate to the post</li> </ul>

*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.*

#### **10. 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. The principal terms and conditions are as follow:

For staff who will hold an honorary consultant contract, appointment will be made at an appropriate point on the new 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)). As this post is exempt from the Rehabilitation of Offenders Act 1974, a satisfactory Disclosure and Barring Service (DBS) check, at the appropriate level, will be required for the successful candidate.

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. For academic members of staff who wish to give notice of their intention to resign from the College 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. Assistant Professors at the Business School have a six-year tenure track process.

## 11. Applications

Our preferred method of application is online, on our website at the following link: [www.imperial.ac.uk/jobs/](http://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
- teaching statement
- information on research grants and contracts which have been obtained, student supervision, etc.
- information regarding public engagement undertaken with research activities.

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

**Maria Monteiro** - Welcome Service and Senior Appointments Manager

Email: [m.monteiro@imperial.ac.uk](mailto:m.monteiro@imperial.ac.uk)

Telephone: +44 (0)207 594 5498

All candidates will be contacted after the shortlisting is completed.

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[Imperial College London](http://www.imperial.ac.uk), one of the world's most important centres for research and teaching in the Natural and Physical Sciences, Medicine, Engineering, and Business, seeks Full Professor of Strategy and Organisational Behaviour to join the Imperial College Business School.

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