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Research Fellow: Imperial College AHSC Post-CCT, Post-Doctoral Research Fellowship (APPRF)

Department/Division/Faculty:	Faculty of Medicine (FoM) - academic departments
Campus/Location:	All campuses
Job Family/Level:	Research Job Family, Research Fellow Consultant level (Salary scales). From first point of Consultant Clinical Academic threshold up to maximum 5 year post-CCT threshold
Responsible to:	Director of Clinical Academic Training and designated academic lead in relevant department
Key working Relationships (Internal):	Academic and research staff within the appointed research Division within the relevant FoM Department. Academic and administrative staff across the Department and the Faculty. Clinical staff at the relevant AHSC NHS Trust
Key Working Relationships (External):	NHS and funding bodies
Working Hours:	As reasonably necessary but normally 40 hours per week (10 PAs) shared equally between research and clinical activities
Contract type:	Full-time, Fixed term: 3 years maximum [Honorary Consultant Contract with the relevant AHSC NHS Trust]

Research Programme

Imperial College AHSC Post-Doctoral, Post-CCT Research Fellowship (APPRF)

The Academic Health Science Centre (AHSC) at [Imperial College London](#) seeks a Post-Doctoral, Post-CCT Research Fellow to join the Faculty of Medicine.

The Imperial College AHSC is a partnership of University and NHS organisations across North West London. Through the AHSC Imperial College works closely with the Institute of Cancer Research (ICR), Imperial College Healthcare NHS Trust, the Royal Marsden NHS Foundation Trust and Chelsea and Westminster Hospital NHS Foundation Trust, focussing on aligning expertise to turn science and engineering advances into new ways of preventing and treating disease. The AHSC partnership enables

collaboration around some of the healthcare's biggest challenges by aligning organisational strategies in research and education and the bringing together of researchers, clinicians and other NHS professionals.

The decline in the number of clinical academics has been documented in the UKRI/OSCHR report [*Clinical Researchers in the UK: Reversing the decline to improve population health and promote economic growth*](#). The report calls on NHS Trusts and Higher Education Institutions to make commitments to help reverse the decline. To address the concerns, highlighted in the report, the AHSC is introducing an AHSC-wide Post-Doctoral, Post-CCT Research Fellowship (APPRF) for Doctors.

As a global top five university in London, Imperial use science to try to understand more of the universe and improve the lives of more people in it. Across our nine campuses and throughout our Imperial Global network, our 22,000 students, 8,000 staff, and partners work together on scientific discovery, innovation and entrepreneurship. Their work navigates some of the world's toughest challenges in global health, climate change, AI, business leadership and more.

Purpose of the Post

The Post-Doctoral, Post-CCT Research Fellowship (APPRF) is an opportunity for Consultant level doctors aspiring to progress their research careers at Imperial College London. The APPRF Fellowship has been developed through the Imperial College Academic Health Science Centre (AHSC) a university/NHS partnership operating across North West London. The Fellowship funds high quality clinical academics who are from years 1-5 post Certificate of Completion of Training (CCT) to work towards intermediate fellowship / clinician scientist programmes. Through the Fellowship, awardees receive funding for up to 3 years protected time to conduct research (both salary and consumables) and write applications for next level fellowships, alongside a 50% clinical role within an Imperial AHSC NHS Trust.

The APPRF Fellowships are jointly funded between Imperial College Faculty of Medicine academic departments and clinical divisions in AHSC linked NHS Hospital Trusts.

Key output of APPRF Fellowship: To prepare and submit an application for an intermediate fellowship/clinician scientist programme.

Key Responsibilities

Research

- To develop, plan and carry out research in accordance with the agreed project aims to obtain preliminary data for future applications
- To submit an Intermediate or Advanced Fellowship application
- To attend meetings and report progress on the project, (written and oral) both within the University and externally
- To identify and develop suitable techniques and apparatus for the collection and analysis of data
- To ensure the validity and reliability of data at all times including maintaining accurate and complete records of all findings
- To present findings to colleagues at internal and external meetings
- To draft publications for submission to refereed journals and grant applications
- To ensure appropriate consent for research is obtained from the relevant patients
- To assist and help supervise post-graduate students and visiting workers

- To develop research collaborations within the University and the wider community
- To promote the reputation of the Imperial College Academic Health Science Centre, Imperial College London and NHS partners in North West London
- To attend meetings and report progress on the project, (written and oral) both within the University and externally
- To complete and comply with reporting and progress requirements as requested by the funders and take part in Audit
- To direct, lead, or contribute to, a research area at the highest scientifically rigorous levels
- To manage research projects
- To be responsible for accurate record keeping and documentation of results, and for preparing research reports and papers arising from the research
- To collaborate with and strengthen links with colleagues within the Faculty of Medicine across all departments and contribute to the work of the Faculty and Imperial
- To 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
- To attend and contribute to research and administrative meetings within the Section and Division/Department
- To foster scientific collaborations through organising, attending and contributing to multidisciplinary meetings, within the Department and with other appropriate parties at Imperial
- It is expected that the post holder will devote the equivalent of 5 programmed activities per week to clinical activities. Further details in the Job Plan

Strategy and Business Planning

- To make a contribution to building and establishing links between the appropriate departments and colleagues in which you are based and across other parts of Faculty and wider University
- To represent the Department, Faculty and university 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

Leadership and Team Working

- To demonstrate excellent leadership skills with regard to individual performance, academic teams, the department, Faculty, Imperial, and when participating in national/international initiatives
- To contribute to the intellectual activities of the host departments and to keep up to date with scientific advances in the field
- To work collaboratively with all members of the multi-disciplinary team and the wider university
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties
- To adhere to Imperial's and the NHS Trust guidelines on leave including reporting absence

Management and Administrative Duties

- To attend relevant academic or management committees
- To comply with the Imperial and departmental policies
- To undertake other appropriate administrative duties commensurate with the grade of the post
- To take responsibility for the appointment, management and development of Imperial staff, in line with Imperial policy and procedure (where appropriate)

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- To participate in team objective setting as part of the annual job planning cycle
- To be responsible for the annual review conversation (ARC) with staff who report to the post holder
- To work with colleagues to ensure junior/resident 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

Providing High-quality Care to Patients

- The post holder must be medically qualified and maintain GMC (General Medical Council) specialist registration
- 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

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

Clinical Governance

- To review clinical outcomes in designated areas using external benchmarking data where appropriate, to identify and advise variances to the Clinical Divisional 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 Divisional 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.
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- 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

Job Plan

A formal job plan will be agreed annually between the post holder, the Head of Department in the Faculty of Medicine and Clinical Divisional Director, on behalf of the Medical Director at their affiliated NHS Trust. 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 Department and the Clinical Divisional 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 (PAs)

For a full-time contract: a total of 10 PAs

Academic Activities	5 PAs per week (including research and administrative responsibilities)
Clinical Activities & supporting PAs	5 PAs per week, usually 4 x DCC 1 x SPA – to be agreed with Clinical Director

Outline Job Plan (5 Academic PAs and 5 Clinical & supporting PAs):

It is expected that the appointee:

1. Will have clinical commitments on Hospital sites as agreed with the Clinical Director and set out in their APPRF application.
2. Will have opportunities to align their subspeciality clinical commitments with specific areas of research interests, subject to service requirements.
3. May participate in an on call rota as relevant to their clinical specialty.
4. This is an indicative job plan, subject to changes and flexibility dependent on the specific post

	AM 09.00/09.30-13.00/13.30H	PM 13.00/13.30-17.00/17.30H
MON	1 DCC	1 DCC
TUES	1 DCC	1 DCC
WEDS	1 clinical SPA	1 PA Research
THURS	1 PA Research	1 PA Research
FRI	1 PA Research	1 PA Research

Regular meetings: The post holder will attend regular clinical meetings as relevant, for example, operational meetings, Consultant meetings, MDTs meetings, death reviews and audits etc..

Person Specification

Requirements – [Clinical Associate Professor]: AHSC Post-Doctoral, Post-CCT Research Fellowship	Essential (E) and Desirable (D)
Education	
Medical qualification: MBBS, MMBCh or equivalent	E
Appropriate specialist qualification	E
To be within 12 months of obtaining a Certificate of Completion of Training (or equivalent non-UK certification) and have CCT by the time of starting APPRF - or normally to have been awarded CCT within the last 5 years at the time of applying <i>(Note: applications from current Clinical Lecturers will be considered if applicants can clearly justify why they require further time before applying for an intermediate fellowship and what the APPRF award will offer above the current CL post)</i>	E
Entry on the GMC Specialist Register or eligibility for entry within 6 months of the date of the Advisory Appointments Committee	E
The post-holder should hold the membership of the relevant Royal College (UK) or an equivalent qualification	E
A PhD or MD* to have been submitted by the time of APPRF application, and awarded before starting the post (*a research-based MD rather than part of an undergraduate degree)	E
Knowledge and Experience	
Evidence of high-quality publications from research	E
Evidence of a clear and credible aim of application for an intermediate fellowship or other mid-level award	E
Evidence of a commitment to pursuing research at Imperial College London and clinical work within the NHS in North West London	E
Evidence of completing the APPRF pre-application requirements, liaising with proposed host clinical and academic departments, obtaining support, research costings etc	E
A track record in attracting research funding	D
Evidence of contribution to the development and performance of colleagues through coaching and mentoring	D

Requirements – [Clinical Associate Professor]: AHSC Post-Doctoral, Post-CCT Research Fellowship	Essential (E) and Desirable (D)
Experience and capability to act as a role model in areas of research, teaching and management as appropriate	D
Experience in leading the design of research programmes	E
Experience of training Undergraduate and Postgraduate students	D
Experience of supervision of higher degrees (PhD) , MD(Res))	D
Experience of supervising junior medical staff	E
Evidence of management and administration experience	D
Clinical Experience and Effectiveness	
Appropriate level of clinical knowledge	E
Understanding of clinical risk management	E
Evidence of achievement appropriate to appointment at consultant level at a UK National Health Service or equivalent	E
Clinical training and experience in an appropriate area equivalent to that required for a UK CCT	E
Statement regarding appropriate training and experience including that relating to a special interest	E
Evidence of expertise in an appropriate field	E
Understanding of the principles of clinical audit	E
Skills and Abilities	
Ability to communicate effectively (both written and orally)	E
A high level of analytical capability	E
Ability to carry out independent research, working with minimal supervision	E
Good leadership skills	E
Ability to work under pressure	E
Good organisational and management skills	E
Ability to work within a multidisciplinary team	E
Collaborative and able to build and sustain effective working relationships, both internally and externally	E
Personal attributes	Essential (E) and Desirable (D)
A willingness to undertake any necessary training and development activities for the role	E
The understanding and vision required to contribute to the setting and delivery of strategic goals.	E
A willingness to engage in collaborative research	E
A commitment to high quality teaching and fostering a positive learning environment for students	E
A commitment to work as part of a team in assisting the smooth running of the Group and its research and teaching programmes	E
A personal commitment to the vision and values of Imperial, including high quality teaching and research.	E

Further Information

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.

[Our values](#) are at the root of everything we do and everyone in our community is expected to demonstrate Imperial:

- Respect
- Collaboration
- Excellence
- Integrity
- Innovation

Employees are also required to comply with all Imperial policies and regulations.

We are committed to equality of opportunity, to eliminating discrimination and to creating an inclusive working environment for all. We encourage candidates to apply irrespective of age, disability, marriage or civil partnership status, pregnancy or maternity, race, religion and belief, gender reassignment, sex, or sexual orientation. You can read more about our commitment [on our webpages](#).

Imperial 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 <https://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-evaluation/>

Imperial 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 which are ultimately aimed towards finding new treatments and making scientific and medical advances, and where there are no satisfactory or reasonably practical alternatives to their use. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in our care are treated with full respect, and that all staff involved with this work show due consideration at every level. [Find out more about animal research at Imperial](#).

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.

[27/11/25]