



UCL Clinical Academic Training Lead

Main Unit	UCL SLMS Academic Careers Office
Grade	Commensurate with current grade
Salary (inclusive of London allowance)	Commensurate with current grade
Reporting to	Felipe Fouto, Head of the Academic Careers Office
Duration	Three years in the first instance with the possibility of extension
Hours of work	2 PA or equivalent
Annual leave	27 days per annum pro rata
Probation period	9 months

1. BACKGROUND, DUTIES AND RESPONSIBILITIES OF THE POST

The UCL Clinical Academic Training (CAT) Lead will be responsible for the UCL NIHR Integrated Academic Training (IAT) Programme and the UCL Academic Foundation Programme (AFP). The UCL NIHR IAT Programme is a clinical specialty training programme with protected academic/research time and includes funding for 3–4-year posts in medicine or dentistry. The Academic Clinical Fellowships (ACFs) and Academic Clinical Lectureships (CLs) are awarded to UCL by the National Institute of Health Research (NIHR) Academy. UCL is responsible for submission of a bi-annual IAT application and competition bid including the IAT programmes 9 NIHR priority research themes: Acute care; Dementia; Epidemiology and public health; Health needs of older people; Medical education; Mental health; Multimorbidity at any age; Platform science and bioinformatics; Therapeutics or clinical pharmacology.

UCL has, consistently been awarded the highest number of IAT posts (formula and competition) across England since its inception in 2006. The recent 2022-23 NIHR application and competition bid received a Grade A (Excellent) and the UCL IAT Programme received the highest score of 5 (Excellent). There are approximately 150 IAT trainees in post across UCL Divisions/Institutes and UCL Biomedical Research Centres (BRCs) with approximately 50 UCL academic specialty programme leads. The UCL IAT posts consist of NIHR funded, locally funded and PHE funded ACF/CLs. The UCL Clinical Academic Training Lead will be responsible for leading the activities associated with the portfolio of UCL Academic Foundation Programme (AFP) trainees; UCL Academic Clinical Fellows and Academic Clinical Lecturers working closely with Health Education England (HEE), National Institute of Health Research (NIHR) and the National Health Service (NHS) Trust partners.

In addition, the lead will be responsible for the UCL 2-year academic foundation programme (AFP) linked to North Central and East London Foundation School (NCEL) and UCL Academic Careers Office (ACO). The foundation doctors are based across our UCLP NHS hospitals including UCLH, the Royal Free, Whittington, North Middlesex, and Camden & Islington. There are approximately 22 AFP trainees per year and trainees have a 4-month academic placement in their second foundation year (FY2).

Leading organisations

University College London is ranked one of the world's top 10 universities. The UCL School of Life and Medical Sciences whose staff and former students have included over 20 Nobel Prize winners is one of the largest and most prestigious aggregations of academics in biomedicine in Europe today. The UCL Clinical Academic Training Lead will be responsible for leading the activities associated with the UCL Academic Foundation Programme (AFP) and the UCL NIHR Integrated Academic Training (IAT) Programme.

University College London Hospitals NHS Foundation Trust is one of the largest NHS trusts in the UK and provides first class acute and specialist services both locally and to patients from throughout the UK and abroad. The state-of-the-art University College Hospital is the focal point of the Trust alongside six cutting-edge specialist hospitals. UCLH was one of the first trusts to gain foundation status.

National Institute of Health Research (NIHR) University College London Hospitals Biomedical Research Centre (BRC) is one of the UK's leaders in world class experimental medicine and research. The BRC was awarded £111m to drive a cutting edge and internationally acclaimed experimental medicine portfolio over 5 years. A partnership between a leading NHS Trust, a leading university and the NIHR UCLH BRC is one of just five BRCs leading experimental medicine across a wide range of disease areas. The programme of research and clinical academic training aimed at ensuring patients benefit as quickly and as safely as possible from new scientific breakthroughs. Work focuses on research into new therapies, including novel devices; first in man studies; developing improvements in diagnosis, treatment selection and evaluation of response; and repurposing of therapies.

This BRC mission is supported by a cross-cutting education and training programme delivered through the UCL **Academic Careers Office (ACO)**. The mission of the ACO is to promote, support and develop all aspects of academic and clinical academic careers in the School of Life and Medical Sciences (SLMS) and the UCL/UCLH NIHR Biomedical Research Centre and Biomedical Research Units at UCL.

Central to our work is the active development of partnerships with industry to ensure the full realisation of scientific opportunities. We are also very much part of the NIHR family and work in partnership with other BRCs, biomedical research units and clinical research facilities.

2. ACCOUNTABILITY

The UCL Clinical Academic Training Lead will be accountable to the **Academic Director of the Academic Careers Office and the Head of the Academic Careers Office**.

3. KEY RELATIONSHIPS

The Clinical Academic Training Lead will work closely with the UCL IAT Programme Manager on a day-to-day basis. Other key relationships include the National Institute of Health Research (NIHR) Academy, Health Education England (HEE); the HEE Associate Post-Graduate Dean, HEE IAT Programme Team, HEE AFP Director, UCL Academic Specialty Programme Leads, other HEI Programme Directors, UCL Vice-Provost (Health), UCLH Medical Directors and Divisional Clinical Directors, UCL School of Life and Medical Sciences Faculty Deans and Directors of SLMS Divisions/Institutes, as well as the post holders at UCL.

The post is funded by the NIHR BRC award.

4. KEY RESPONSIBILITIES

4.1 Leadership

- To represent the ACO on matters regarding UCL clinical academic training programmes to external bodies as agreed with the Academic Director and Head reporting back to the ACO team as necessary on such matters.

- To represent UCL at National and regional (London) including NIHR/HEE IAT Leads meeting, HEE AFP meeting, InterACT Members meeting, Clinical Academic Training Forum (CATF) and the UCL Academic Specialty Programme Leads Meeting.
- To liaise and work with Health Education England (HEE), Associate Postgraduate Dean, Heads of Schools, Royal Colleges, and other HEI IAT leads, to ensure smooth running of the UCL IAT programme and alignment of academic progression with clinical training and service needs.
- To deliver strong clinical academic training leadership for the Academic Careers Office to achieve world-class training for AFPs, ACFs, CLs and clinical academic training cohorts.
- To drive UCL and BRC training strategy for AFPs and IAT postholders through encouraging widespread engagement with NIHR's agenda.
- To identify new opportunities for clinical academic training associated with the BRC.
- To lead the development of new training opportunities, including industrial/entrepreneurial partnerships for the clinical academic training postholders at UCL.
- To promote in the Academic Careers Office active engagement between clinical academic trainees and research patients and carers in the experimental and translational medicine agenda.

4.2 Training resources

- To work with the UCL IAT Programme Manager to complete the bi-annual NIHR application and competition bid for additional themed posts and specialty allocation for the IAT formula posts.
- To work in partnership with the Academic Careers Office and BRC Executive to marshal resources for the delivery of clinical academic training at UCL.
- To establish new opportunities for investment in IAT training and translational experimental medicine through optimising the allocation of existing Academic Careers Office and NIHR resources and maximising the leverage of external funding.
- To oversee the training of AFP and IAT postholders at UCL and to implement mechanisms for ensuring adequate progression of such postholders into research opportunities at UCL and the UCL BRCs.
- To ensure that effective mechanisms for monitoring progress and outcome of IAT programmes are in place.

4.3 Governance

- To establish effective communications between all clinical, academic, and administrative staff involved in UCL clinical academic training.
- To work with the Director of the Academic Careers Office in meeting all reporting requirements for NIHR.
- To lead specific ACO and BRC-wide initiatives from time to time on behalf of the ACO Director.

4.4 Teaching and transferable skills training

- To ensure that NIHR IAT postholders have access to appropriate teaching and transferable skills training in line with NIHR requirements

- To lead specific initiatives from time-to-time to enhance and expand such training in collaboration with the ACO Director.

4.5 Timetable/Programmed Activities

The post is available as a 2 PA commitment.

4.6 Resources

The UCL CAT Lead will have the responsibility for managing a large and nationally significant portfolio of training posts associated with UCL and UCLH. The UCLH/UCL partnership is at the forefront of implementing transparent financial systems to ensure clear accountability for activity and performance.

The UCL CAT Lead will attend and represent UCL/UCLH at national training lead meetings supported by NIHR.

The UCL CAT Lead will work alongside the UCL IAT Programme Manager to deliver the objectives of this role.

4.7 Specific Information on the Academic Careers Office

UCL and the UCLH/UCL Biomedical Research Centre has set up a fully resourced Academic Careers Office (ACO) within the School of Life and Medical Sciences (SLMS) providing administrative and management support to clinical academic training programmes. It is integrated with the UCL/UCLH BRC Education theme that provides educational support both for clinical academic training programmes and the much wider community of academics.

Programme management is integrated with external stakeholders through Health Education England (HEE) and Trust liaison, plus direct liaison with the HEE London and South East Healthcare Education Team, National Institute for Health Research (NIHR) Academy and National IAT Leads. External quality assurance for all programmes is provided by GMC, NIHR and HEE. Taught components of the ACF credit-bearing teaching programme are quality assured through standard UCL processes.

On a day-to-day basis, IAT management is devolved to individual academic specialty programme leads who have responsibility for programme delivery within the overall strategy and governance set by the Academic Careers Office. This structure affords a high degree of autonomy for individual programmes to provide ad hominem training appropriate for particular specialties; but also provides overall quality assurance and delivery of cohort activities to effect integration across our IAT portfolio and over time for individuals progressing through the different components of the integrated academic training pathway. From 2011, we have clustered related programmes together (e.g. medical specialties) with a single Programme Lead, to further enhance programme quality, management efficiency and cohort effects.

The NIHR IAT bursary provision is managed centrally through the ACO which has proven very effective in ensuring timely distribution, a uniform and well-understood policy operating across different programmes, and central reassignment of any surplus funds (which are used both to organise central training activities for the entire IAT cohort).

5. PERSON SPECIFICATION

Qualifications/Certification	E = essential D= desirable	Assessed by: A = application I = interview
<ul style="list-style-type: none"> • Medical degree 	E	A
<ul style="list-style-type: none"> • Higher academic degree e.g. MD/MS or PhD, or evidence of an equivalent level of attainment in research publications 	E	A / I
<ul style="list-style-type: none"> • Accreditation by a relevant Royal College 	E	A / I

<ul style="list-style-type: none"> GMC registration and entry on the appropriate GMC Specialist Register 	E	A / I
Skills / Experience		
<ul style="list-style-type: none"> Substantial experience in leading clinical or clinical academic training programmes 	E	A / I
<ul style="list-style-type: none"> Experience of formulating and delivering a strategic plan whilst being accountable to several stakeholder partners 	E	A / I
<ul style="list-style-type: none"> Internationally outstanding profile in translational research/experimental medicine 	D	A / I
<ul style="list-style-type: none"> Track record of significant peer reviewed grant income to support research activities 	D	A / I
<ul style="list-style-type: none"> Experience of working within organisation partnerships to successfully create new clinical or clinical academic training models. 	E	A / I
<ul style="list-style-type: none"> Experience of successful liaison with industry partners and fundraising from philanthropic and /or non-academic bodies 	D	A / I
<ul style="list-style-type: none"> Evidence of a substantial portfolio of teaching experience associated with clinical or clinical academic trainees 	E	A / I
<ul style="list-style-type: none"> Experience of successful liaison with postgraduate Deaneries, regulatory authorities (GMC) and other bodies involved with postgraduate medical training 	E	A / I
Skills		
<ul style="list-style-type: none"> Demonstrable track record of leading positive change with excellent leadership, influencing and communication skills, and demonstrable ability to lead, and participate in, a team 	E	A / I
<ul style="list-style-type: none"> Ability to represent complex and challenging issues to external stakeholders in science and healthcare and more widely across academia, the NHS and government 	E	A / I
<ul style="list-style-type: none"> Ability to collaborate and influence a wide range of individuals and groups in professionally based organisations whilst remaining sensitive to the autonomy and individual accountability of the partner and member organisations, such as NHS organisations, UCL's constitution and UK higher education structures 	E	A / I
<ul style="list-style-type: none"> Excellent communication skills both verbal and written 	E	A / I
Knowledge		
<ul style="list-style-type: none"> Understanding of the role and remit of the National Institute for Health Research, UK NHS, and University sector; and awareness of relevant government policy and planning documents; and the importance of clinical and research governance in clinical service delivery 	E	A / I
General		
<ul style="list-style-type: none"> The highest ethical and professional standards and flexible attitude 	E	A / I
<ul style="list-style-type: none"> Computer literate and able to manage high email volume 	E	A / I
<ul style="list-style-type: none"> Involvement in continuing professional development 	E	A / I
<ul style="list-style-type: none"> Appreciation of Equal Opportunities policy and its application in the workplace 	E	A / I

Leadership		
<ul style="list-style-type: none"> Evidence of developing and delivering the strategy of a team/division/department/ faculty 	E	A / I
<ul style="list-style-type: none"> Maintains an awareness of the wider context (UCL wide, national, and international as appropriate) and responds accordingly 	E	A / I
<ul style="list-style-type: none"> Promotes excellence in areas of teaching, research, administration, and the provision of support services 	E	A / I
<ul style="list-style-type: none"> Addresses challenges and manages change in support of corporate and local objectives 	E	A / I
<ul style="list-style-type: none"> Promotes the activities of the team/division/department/faculty both internally and externally as appropriate 	E	A / I
<ul style="list-style-type: none"> Demonstrates effective self-management and focus 	E	A / I
People Management		
<ul style="list-style-type: none"> Recruits and manages individuals effectively to create a high performing team 	E	A / I
<ul style="list-style-type: none"> Provides leadership, direction and feedback on team and individual objectives 	E	A / I
<ul style="list-style-type: none"> Facilitates training and the development of an appropriate skills base within the team 	E	A / I
<ul style="list-style-type: none"> Encourages personal development and helps others to learn 	E	A / I
<ul style="list-style-type: none"> Fosters two-way communication and effective team-working 	E	A / I
Resource Management		
<ul style="list-style-type: none"> Manages project and other workloads to meet timescales, budgets, and deliverables 	E	A / I
<ul style="list-style-type: none"> Acquires and manages budgets and other resources effectively 	E	A / I
<ul style="list-style-type: none"> Ensures regular review of teaching, research, knowledge transfer, enabling and support activities to maximise effectiveness 	E	A / I
<ul style="list-style-type: none"> Manages relationships with sponsors/funding bodies/collaborators/other faculties or other teams to deliver results 	E	A / I
<ul style="list-style-type: none"> Understands risk culture, including the taking of opportunities while managing risk. Puts measures in place to identify, manage and minimise risks (e.g. financial, business continuity, health & safety) 	E	A / I
Organisational Citizenship/Awareness		
<ul style="list-style-type: none"> Promotes UCL's values and corporate objectives to colleagues and externally to UCL 	E	A / I
<ul style="list-style-type: none"> Demonstrates a commitment to (and promotes) equality and diversity ensuring UCL is an inclusive environment in which individuals are respected and unacceptable behaviours challenged 	E	A / I
<ul style="list-style-type: none"> Manages self and others in accordance with UCL policies and contributes to policy development as appropriate 	E	A / I
<ul style="list-style-type: none"> Contributes to cross disciplinary activity 	E	A / I
<ul style="list-style-type: none"> Participates actively in Departmental, Faculty and UCL wide Committees, Working Parties, Investigatory Panels, and other corporate roles as required 	E	A / I

6. APPLICATION PROCEDURE

Applicants should send their CV (no more than 4 pages) and cover letter (no more than 2 pages) outlining their suitability for the role to **Felipe Fouto** f.fouto@ucl.ac.uk by 17:00 on Tuesday, 19th April 2022.

Interviews will be held in May 2022.

Prospective applicants are welcome to contact **Felipe Fouto** f.fouto@ucl.ac.uk Head of the Academic Careers Office, for an informal discussion about the post.