Senior Lecturer or Lecturer in Patient Safety and Improvement Science

Hull York Medical School

Closing date: 8 December 2017
Interview date: 18 January 2018
Vacancy reference: 6128
INTRODUCTION

Applications are invited for an individual to join the Hull York Medical School (HYMS) as a Senior Lecturer or Lecturer in Patient Safety and Improvement Science. This post represents a new and exciting challenge for a mid-career academic who wants to conduct research and teaching at the cutting edge. The successful applicant will have a track record of high quality research in an area relevant to patient safety or quality improvement in healthcare and will be expected to grow a research portfolio that has the potential to be recognised internationally and to contribute to the teaching and assessment of HYMS students in these areas.

With an undergraduate degree in the social sciences, psychology or a health related discipline and a PhD in a topic commensurate with the research themes described above, we are looking to appoint a self-motivated academic who wants to work in a multi-professional and inter-disciplinary environment. The successful candidate will be someone who can build collaborative links and who thrives in an environment in which working across boundaries and in collaboration with managers, policy makers, health professionals and patients is essential.

The successful candidate will have a track record in obtaining research funding and will be in a strong position to apply to NIHR and other funding streams. They should have a clear plan for future research in their own field of expertise. We will therefore appoint a candidate who has the drive to develop their research in new directions to respond to regional and national priorities.

The Hull York Medical School (HYMS) brings together the strengths of Universities of Hull and York in the life, clinical, health and social sciences. It works closely with other departments in the Universities and many staff are embedded in jointly managed academic centres in host departments. For this post, the successful candidate will work within the Centre for Health and Population Sciences (CHaPS) in the Department of Health Sciences in the University of York.
Main purpose of the role

- To generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to areas relevant to Patient Safety or Quality Improvement in Health Care
- To lead on and/or contribute to the production of research outputs and research outcomes
- To publish high impact research in quality journals, either as a sole author or in collaboration with others, and to devise, direct and develop research projects generating external research funding.
- To take responsibility for overseeing, developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students on the HYMS undergraduate and postgraduate programmes
- To lead the design, development and delivery of academic modules and ensure that design and delivery comply with the quality standards and regulations of the Department and University
- To undertake effectively a range of administrative and managerial responsibilities

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

Research and Scholarship

- To obtain new knowledge by theoretical and/or practical methods. To engage actively in research at a high level and to demonstrate intellectual leadership and achieve high visibility in the field, at local, national and international level
- To lead innovative research proposals, identify sources of funding, submit funding bids, and plan the research activities to be undertaken. In doing so to develop research that will translate into real health benefit in collaboration with the research and clinical community locally and nationally.
- To promote active involvement of service users and health professionals as partners in the research process
- To ensure appropriate dissemination of research to a national or international audience by scholarly publication or other outputs appropriate to the relevant academic discipline
- To develop national and international research links and use expertise, experience and judgement to decide how to design and execute research work.
- To harness the academic and research opportunities of major strategic academic and research initiatives across the region, in particular the Academic Health Science Network for Yorkshire and Humber and the Collaboration for Leadership and Applied Health Research and Care
- To engage in external academic activities in accordance with the department/university research strategy and to monitor research findings with a view to maximising impact and opportunities for commercial exploitation
- To plan, co-ordinate and lead research activities in accordance with a specific project plan through a research team or a group of staff involved in research. To manage the financial and physical resources of research activities and make decisions on the appointment of research staff and students
JOB DESCRIPTION—SENIOR LECTURER

Teaching and Promotion of Learning

- To continually update knowledge and understanding in the fields of Patient Safety and/or Quality Improvement in healthcare. To extend, transform and apply knowledge acquired from scholarship.

- To contribute to innovations in teaching and learning through the development of academic programmes and by developing innovative and appropriate teaching techniques and materials which create interest, understanding and enthusiasm amongst students.

- Module leadership and development of the Quality/Service Improvement Research Project in the MSc in Physician Associate Studies programme.

- To set and mark programme work, practical sessions, supervisions, fieldwork and examinations according to own area of subject specialism, and provide appropriate feedback to students.

- To contribute where necessary to the design, delivery, management and evaluation of innovative postgraduate degree programmes and short postgraduate professional educational courses in line with HYMS’ goals.

Management and Administration

- To contribute to the wider academic community general life and work of HYMS and its parent universities (including the Department of Health Sciences in the University of York) through, for example, editing journals, refereeing papers, external examining, and involvement in professional bodies.

- To support, supervise, train and direct students and other staff, as necessary, to maximise the research activity and outputs. This may include the line management of staff, including performance management and development responsibilities.

- Contribute to the administration and management of HYMS and where appropriate its parent universities (including the Department of Health Sciences in the University of York) to facilitate the effective operations and programmes of study.

- Show a commitment to diversity, equal opportunities and anti-discriminatory practices.
Main purpose of the role

- To develop research objectives, projects and proposals and carry out individual or collaborative research projects
- To lead on and/or contribute to the production of research outputs and research outcomes.
- To design, develop and deliver teaching across a wide range of modules and/or within a particular programme or subject area
- To generate new research approaches and identify, adapt, develop and use research methodologies and techniques appropriate to areas relevant to Patient Safety or Quality Improvement in Health Care
- To publish high impact research in quality journals, either as a sole author or in collaboration with others, and to devise, direct and develop research projects generating external research funding.
- To take responsibility for overseeing, developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students on the HYMS undergraduate and postgraduate programmes
- To take responsibility for overseeing, developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students on the HYMS undergraduate and postgraduate programmes
- To undertake effectively a range of administrative and managerial responsibilities

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

Research and Scholarship

- To develop and promote the research activities of the department by developing a personal research plan independently and/or in collaboration with others as part of a larger research team
- To plan, manage and undertake research activities in accordance with a specific project plan, and to manage and guide the work of staff and research students on own specialist area
- To develop innovative research proposals, identify and obtaining external sources of funding
- To publish original research in appropriate journals or other relevant media as appropriate and attend international conferences for the purpose of disseminating research results or for personal development
- To develop national and international research links and use expertise, experience and judgement to decide how to design and execute research work.
- To harness the academic and research opportunities of major strategic academic and research initiatives across the region, in particular the Academic Health Science Network for Yorkshire and Humber and the Collaboration for Leadership and Applied Health Research and Care
- To engage in external academic activities in accordance with the department/university research strategy and to monitor research findings with a view to maximising impact and opportunities for commercial exploitation

Teaching and Promotion of Learning

- To develop innovative teaching materials, techniques and module design and take responsibility for the quality of the provision
- To plan, deliver and critically review a range of teaching and assessment activities
• To undertake academic supervision of students (including research students) and act as a research supervisor within own specialist subject area.

• To set and mark practical sessions, supervisions, fieldwork and examinations and provide constructive feedback to students.

• To identify areas where current teaching provision is in need of revision or improvement and propose and implement improvements.

• To continually update knowledge and understanding in the fields of Patient Safety and/or Quality Improvement in health care. To extend, transform and apply knowledge acquired from scholarship.

• Module leadership and development of the Quality/Service Improvement Research Project in the MSc in Physician Associate Studies programme.

• To contribute to the management and delivery of the medical and physician associate curriculums in HYMS, ensuring patient safety and quality improvement are firmly embedded within the courses.

• To contribute where necessary to the design, delivery, management and evaluation of innovative postgraduate degree programmes and short postgraduate professional educational courses in line with HYMS’ goals.

Management and Administration

• To undertake the duties of a Programme Director and Module Co-ordinator and be responsible for the design, development and management of departmental teaching modules.

• To contribute to the wider academic community general life and work of HYMS and its parent universities (including the Department of Health Sciences in the University of York) through, for example, editing journals, refereeing papers, external examining, and involvement in professional bodies. To contribute to the recruitment and selection of research and teaching staff.

• To contribute to the administration and management of the department.

• To advise, supervise and give guidance to other departmental staff as appropriate.

• To develop and build internal and external contacts.

• Show a commitment to diversity, equal opportunities and anti-discriminatory practices.
# PERSON SPECIFICATION—SENIOR LECTURER

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>PhD in a relevant area or equivalent experience</td>
<td>Essential</td>
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<tr>
<td>Appropriate academic professional and teaching qualifications or a willingness to complete the Postgraduate Certificate in Academic Practice</td>
<td>Essential</td>
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<tr>
<td>Outstanding qualities and achievements in scholarship and research at a national and international level</td>
<td>Essential</td>
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<tr>
<th>Knowledge</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>Knowledge in patient safety and quality improvement in health care to design &amp; develop teaching programmes and the provision of learning support</td>
<td>Essential</td>
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<tr>
<td>Well-established national reputation in patient safety and/or quality improvement in healthcare</td>
<td>Essential</td>
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<tr>
<td>Specific knowledge of patient safety and/or quality improvement in health care that would enable supervision of undergraduate and postgraduate students and research staff</td>
<td>Essential</td>
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<tr>
<td>Research expertise in an area that will complement and enhance the department’s research strategy and goals</td>
<td>Essential</td>
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<tr>
<th>Skills, abilities and competencies</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>Ability to provide academic leadership in research area and to lead a research team where appropriate</td>
<td>Essential</td>
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<tr>
<td>Appropriate level of skill in the use of IT</td>
<td>Essential</td>
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<td>Ability to motivate other staff in the areas of teaching and research</td>
<td>Essential</td>
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<tr>
<td>Highly developed oral communication skills, including the ability to teach at any level within area of expertise, and across a range of subjects at a more introductory level, and demonstrate enthusiasm and commitment in the process of teaching</td>
<td>Essential</td>
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<tr>
<td>Proven ability to take a leading role in the supervision of research students</td>
<td>Essential</td>
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<tr>
<td>Ability to demonstrate major research leadership both internally and externally</td>
<td>Essential</td>
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<tr>
<td>Ability to write and deliver presentations at conferences or exhibit work at other appropriate events internally and externally</td>
<td>Essential</td>
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<tr>
<td>Excellent written communications skills, to write or contribute to publications or disseminates research findings using other appropriate media</td>
<td>Essential</td>
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<td>Ability to extend, transform, and apply knowledge from scholarship</td>
<td>Essential</td>
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<tr>
<td>Ability to design teaching material and deliver either across a range of modules or within a subject area</td>
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## PERSON SPECIFICATION—SENIOR LECTURER

### Experience

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<tbody>
<tr>
<td>Essential</td>
<td>A proven track record in research with high quality journal publications and conference presentations</td>
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<tr>
<td>Essential</td>
<td>An extensive track record of teaching and learning in HE at undergraduate and postgraduate level or in a demonstrably similar context</td>
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<tr>
<td>Essential</td>
<td>Evidence of successful planning and course design</td>
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### Personal attributes

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<tr>
<td>Essential</td>
<td>Show attention to detail and commitment to high quality</td>
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<tr>
<td>Desirable</td>
<td>Display creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</td>
</tr>
<tr>
<td>Essential</td>
<td>Positive attitude to colleagues and students</td>
</tr>
<tr>
<td>Desirable</td>
<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
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<td>Essential</td>
<td>Show commitment to the department/university outside of their chosen field, for example undertaking management and administration duties</td>
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<td>Desirable</td>
<td>Commitment to personal development and updating of knowledge and skills</td>
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<tr>
<td>Essential</td>
<td>Willingness to travel to Hull and to clinical sites as required</td>
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# PERSON SPECIFICATION—LECTURER

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<td><strong>PhD in a relevant area</strong> or equivalent experience</td>
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## Knowledge

- Specialist knowledge in patient safety and quality improvement in health care to design & develop teaching programmes and the provision of learning support **Essential**
- Knowledge of a range of research techniques and methodologies **Essential**
- Knowledge of a range of teaching techniques to enthuse and engage students **Essential**
- Advanced and specialist IT knowledge **Essential**
- Has research expertise in an area that will complement and enhance the department's research strategy and goals **Essential**
- Specific knowledge of patient safety and/or quality improvement in health care that would enable supervision of undergraduate and postgraduate students and research staff **Essential**

## Skills, abilities and competencies

- Ability to develop research objectives, projects and proposals **Essential**
- Ability to contribute to and/or provide academic leadership in research area and to lead a research team where appropriate **Essential**
- Well-developed analytical skills **Essential**
- Highly developed oral and written communication skills, including ability to write and/or contribute to publications and/or to disseminate research findings using other appropriate media **Essential**
- Ability to deliver presentations at conferences or exhibit work at other appropriate events internally and externally **Essential**
- Ability to extend, transform, and apply knowledge from scholarship **Essential**
- Ability to design teaching material and deliver either across a range of modules or within a subject area **Essential**
- Ability to supervise the work of others, for example in research teams or projects or as an MSc PhD or postdoctoral supervisor **Essential**

- Excellent IT skills **Essential**
- Ability to motivate other staff in the areas of teaching and research **Desirable**
## PERSON SPECIFICATION—LECTURER

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<tr>
<td>Proven ability to contribute to high quality research which is publicly evidenced</td>
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<tr>
<td>Experience of taking responsibility for teaching and learning at undergraduate and ideally postgraduate level</td>
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</tr>
<tr>
<td>Evidence of successful course planning, design and delivery across a range of modules, with exemplification of teaching materials</td>
<td>Essential</td>
</tr>
<tr>
<td>Evidence of dissemination of research findings which may include: the presentation of papers at conferences and workshops; participation in public engagement events to disseminate research; the publishing of chapters in text books; the publishing of papers; articles or reviews in academic journals or elsewhere; the construction of websites</td>
<td>Essential</td>
</tr>
<tr>
<td>Experience of using different delivery techniques to enthuse and engage students</td>
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## Personal attributes

### Show attention to detail and commitment to high quality

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<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
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<tr>
<td>Ability to plan and prioritise own work in order to meet deadlines</td>
<td>Essential</td>
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<td>Commitment to personal development and updating of knowledge and skills</td>
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The Hull York Medical School (HYMS) is brings together the strengths of the Universities of Hull and York in the life, clinical, health, and social sciences. The development of HYMS also builds on a strong partnership with NHS authorities and trusts in North and East Yorkshire, and Northern Lincolnshire (NEYNL).

HYMS admitted its first 130 students into the MB BS programme in September 2003. HYMS is taking a distinctive and innovative approach to training doctors for the health services of the 21st century. It aims to influence positively the recruitment and retention of health professionals in the region and the quality of local services, at the same time ensuring that its students match or surpass the standards achieved elsewhere in the UK. Its admissions policies and criteria reflect society’s aspirations to widen access to, and participation in, medical training for high quality students. HYMS offers a modern learning environment with high quality training and clinical attachment opportunities for the various contexts of contemporary health care delivery. There is a strong focus on learning in community settings, including primary care, and on working collaboratively with other health professionals.

HYMS Undergraduate Programmes

HYMS currently offers a five year MB BS programme which consists of a core curriculum meeting the requirements of Tomorrow’s Doctors, and uses a wide range of contemporary learning and assessment methods and strategies in an integrated structure. Opportunities for student selected study are provided in all years through a Scholarship and Special Interests Programme (SSIP); this involves input from academic and clinical tutors and encourages students to develop research and other transferrable skills whilst pursuing those topics that most interest them. For selected students, there is an opportunity to undertake an intercalated B.Sc. (Honours) degree or MSc at the end of year 2 and 3 respectively.

The HYMS programme is campus based in the first two years. During that time, students are based primarily in either Hull or York (70 on each University Campus) for the first two years, giving the course academic and social coherence and at the same time enabling students to have early clinical experience within 30 minutes travelling time. At the end of year two, students form a single cohort for allocation to clinical attachments across the primary, community and hospital care sectors of the North and East Yorkshire and Northern Lincolnshire. The challenges associated with a split-site entry and geographically dispersed locations for clinical placements are addressed by having a single curriculum, the development of common course materials and the use of modern communication and information technologies.

The Curriculum

HYMS aims to produce graduates committed to lifelong learning and to practicing medicine that is based on evidence and centered on patients. Four themes run through the HYMS core curriculum, which are covered in a series of "system" blocks across the five years. The programme is integrated, with a strong problem-based/task-based emphasis, with iterative learning opportunities throughout the five years. The four themes are Applied Life Sciences, Clinical Skills and Reasoning, Health and Society and Professionalism.

In relation to this post the particular aspects of the HYMS curriculum that will be of interest are within the Health and Society Theme. You will be expected to contribute to a coherent and innovative provision of teaching relevant to patient safety and quality improvement in healthcare and help ensure that these aspects of the curriculum are clearly identified and recognized by students.

HYMS Postgraduate Programmes

HYMS offers a range postgraduate taught programmes of which the most relevant to this post is the MSc in Physician
THE DEPARTMENT

Associate Studies. The Physician Associate (PA) is a new healthcare professional who, while not a doctor, works to the medical model, with the attitudes, skills and knowledge base to deliver holistic care and treatment as part of the medical team in hospital, general practice and community settings under defined levels of supervision. In developing this MSc, we aim to support the NHS workforce in the region and help meet the challenges of a modern day health service. As with the MB BS programme you will be expected to contribute to the development, teaching and assessment of curriculum content relevant to patient safety and quality improvement. This will include the leadership of the year-long Quality/Service Improvement Research Project module in Year 2 of the programme.

Research at HYMS

Since its inception, HYMS has sought to recruit the best teachers and researchers. Increasingly, HYMS provides a focus for internationally competitive high quality biomedical and health services researchers working in collaboration with the Universities of Hull and York and the NHS in North and East Yorkshire and Northern Lincolnshire. Activity is targeted on specific important clinically relevant areas reflecting health and biomedical priorities, and existing strengths in the collaborative partners, to enhance opportunities for translational medicine and so impact on patient care and population health.

The present post is part of one of the HYMS’ academic centres - the Centre for Health and Population Sciences (ChaPS) and will be based in the University of York Department of Health Sciences. Working within ChaPS/Health Sciences they will have the support of a first class interdisciplinary research environment.

DEPARTMENT OF HEALTH SCIENCES

The Department of Health Sciences is large and a multidisciplinary health research and teaching department, offering a broad range of educational programmes in the health and social care field. Its core philosophy is that its teaching and research programmes should improve health and health care through the application of evidence-based practice. The excellence of the research was recognised in the recent Research Excellence Framework (REF 2014) in which it was rated 7th nationally in public health, health services and primary care and joint first for its research environment.

The research is characterized by: interdisciplinary and international collaboration, a robust scientific foundation and relevance and impact for policy and practice.

All the department’s research teams are multidisciplinary, typically involving clinicians, statisticians, health economists, psychologists, sociologists and epidemiologists. Research funding comes from a number of sources including the National Institute of Health Research (NIHR), the British Heart Foundation (BHF), Leukaemia Research Fund (LRF), the Economic and Social Research Council (ESRC) and Medical Research Council (MRC).

The Department has a large and innovative range of teaching programmes from diploma through to postgraduate levels. The professional health-related teaching programmes are informed by the latest research evidence.

Research in the Department centers around five research groups:

- Cancer Epidemiology & Cardiovascular Health (headed by Professors Even Roman and Patrick Doherty)
- Health Services and Policy (headed by Professor Karen Bloor)
- Mental Health and Addiction Research (headed by Professor Simon Gilbody)
- Public Health and Society (headed by Professor Kate Pickett)
- York Trials Unit and Statistics (headed by Professor David Torgerson)
THE UNIVERSITY

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2017 it is the home of more than 17,000 students across more than 30 academic departments and research centres. Since opening over fifty years ago, we have become one of the world’s leading universities and a member of the prestigious Russell Group.

We are consistently recognised as one of the leading Higher Education Institutes and one of just six post-war universities which appear in the world top 100 (2013-14) and 15th in the Times & Sunday Times league table (2016). The University of York has won six Times Higher Education (THE) Awards and five Queen’s Anniversary Prizes.

The University is proud of its association with Athena SWAN, holding 12 awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, The University of York ranked 14th overall and 10th for the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.
THE UNIVERSITY

Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we’ve worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University aims to offer a nurturing and supportive environment as an employer. Flexible working hours, nursery facilities, childcare vouchers, cycle to work scheme, generous holidays and an attractive pension scheme all make the University of York one of the region’s leading employers.

For further information please visit our employee benefit pages.
THE CITY AND THE REGION

The City of York

Internationally acclaimed for its rich heritage and historic architecture, York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford's Tower and the Shambles - just a few of the many attractions.

But York isn't just a great place to visit - it's also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit [www.visityork.org](http://www.visityork.org) for more information on the city of York.

Shopping, culture and entertainment

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

Housing and schools

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

Great location

York is one of Britain’s best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King's Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

Yorkshire

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference XXXX
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 8 December 2017

What will I need?

You will need to upload:
- your CV
- a letter describing how you meet the requirements of the job

You will also need details of 3 referees.

Help and assistance

Direct any informal queries to una.macleod@hyms.ac.uk or ian.watt@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk
+44 (0)1904 324835