Clinical Professor
Hull York Medical School / York Biomedical Research Institute

Closing date: 10 April 2019
Interview date: 17 May 2019
Vacancy reference: 7447
INTRODUCTION

The York Biomedical Research Institute (YBRI) is an Interdepartmental Research Institute created by the University of York and Hull York Medical School. Research within the Immunology, Haematology and Infection (IHI) theme of YBRI ranges from fundamental studies on immunology, haematology, microbiology and parasitology through to first-in-human and other early phase clinical research. Our aim is to develop a greater understanding of the processes underlying chronic infectious and non-infectious disease, and thus to develop new approaches to prevention and treatment.

The IHI theme within YBRI has evolved from the Centre for Immunology and Infection, which was established in 2004 and expanded into additional purpose-built accommodation in 2010. Within the current 2000m² of research and office space, we have excellent facilities for research on ACDP HG3 organisms and a Biological Services Facility (to CL3) is nearby. Proximity to the Biosciences Technology Facility ensures ready access to state-of-the-art and well-supported cutting-edge technology platforms (http://www.york.ac.uk/biology/technology-facility/).

The IHI theme has an increasing network of collaborators based in lower and middle-income countries with multiple projects supported by the UK’s Global Challenges Research Fund. Interdisciplinary research is at the heart of the IHI, with collaborations extending across multiple departments. Building on these initial investments and following the launch of YBRI in late 2018, the Hull York Medical School is now investing in further clinical and non-clinical research posts within the IHI theme. In addition to the clinical Chair advertised here, we will in the coming months be seeking to recruit a further clinical professor, one associate clinical professor, a non-clinical assistant / associate professor and new support staff.

For the current post, we are seeking an established internationally-recognised clinician scientist, working in a field allied to immunology and infection. The post holder will have an established track record of publications and research grant income and be working in any area of medicine that provides new or novel synergistic opportunities within and beyond IHI. We would be particularly keen to make this first appointment in areas such as dermatology, infectious diseases, clinical immunology and molecular pathology, but those with other interests that are a good fit are also encouraged to apply. The teaching of immunology is also an important remit of the IHI and the post holder will contribute to teaching on the HYMS MBBS course and the joint HYMS / Biology BSc and MBiomedSci in Biomedical Sciences.

Professor Una Macleod
Dean, Hull York Medical School
Main purpose of the role

- To develop and lead a funded programme of international-quality, independent research.
- To enhance existing links between clinical and basic research and develop new avenues for collaboration across HYMS, YBRI and beyond.
- To take responsibility for overseeing, developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students.
- 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)

Main Responsibilities of the post

- To generate high-profile and impactful research outputs.
- To facilitate interaction between clinicians and basic scientists with a view to enhancing translational research.
- To provide clinical input within the appropriate clinical team.
- To contribute to IHI and the broader YBRI research strategy.

Research Responsibilities

- To build on your existing portfolio of nationally and internationally recognised, externally-funded research.
- To publish highly-cited and influential research in peer reviewed journals in anticipation of the next Research Excellence Framework (REF).
- To work towards novel diagnostic, therapeutic and preventative interventions, as appropriate.
- To offer supervision to MSc and PhD students in Hull York Medical School and the University of York.
- To use your own research agenda to help move the IHI research strategy towards a more translational and clinical approach.

HYMS Teaching & Curriculum Development Responsibilities

- Immunology and Infection is an established component of the Hull York Medical School undergraduate curriculum and you will contribute to these teaching blocks. You will have the opportunity to enhance this teaching and to contribute to further evolution of teaching in line with planned and future changes to medical education (as guided by GMC Tomorrow’s Doctors).
- To design, develop and deliver teaching on immunology or related subjects to students on the HYMS MBBS course and the joint HYMS / Biology BSc and MBiomedSci in Biomedical Sciences.
- Contribute to the School’s commitment to developing the multi-professional teaching agenda.
- Contribute to the design and implementation of innovative postgraduate degree programmes and short postgraduate professional education courses in line with Hull York Medical School goals.
- Show a commitment to diversity, equal opportunities and anti-discriminatory practices.

At a glance

Salary

- Professorial salary scale (current minimum £63,837)
- Clinical Academics may be paid on their appropriate Clinical Academic Scale (Consultant basic salary is £77,913 - £105,042)

Hours of work

- 37 per week

Contract type

- Open

Based at

- Heslington Campus

JOB DESCRIPTION
JOB DESCRIPTION

Clinical responsibilities

One of the duties of the post is to provide a clinical service integrated within an existing clinical team to patients from the HYMS catchment area.

- To, at all times, comply with the GMC requirements of Duties of a Doctor
- To ensure that patient confidentiality is maintained at all times.
- To undertake duties as defined within an agreed job plan in so far as practicable and in agreement with your clinical director.
- To be responsible and accountable for the reasonable and effective use of any Trust resources that you use and influence.
- On commencement to ensure personal attendance at the Trust’s Corporate Induction.
- To be responsible for the clinical management of patients under your care.

Teaching & Training

- To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.

Management & Governance

- To be responsible for the management, appraisal and discipline of junior doctors who are attached to you, after taking advice, where appropriate.
- To maintain personal and professional development. The post holder will be expected to register with their respective Royal College for the purpose of CME/CPD and to fulfil the requirements of that registration.
- To fully participate in clinical governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.
- To participate, on at least an annual basis in consultant appraisal and job planning reviews.
- To comply with Trust policies and procedures where appropriate.
- To ensure that all intellectual property rights of the Trust are observed.

Proposed Job Plan

The proposed job plan for this post will be discussed with successful candidates on appointment.

Job plans will be reviewed at least annually, following an appraisal meeting. The job plan will be a prospective agreement that sets out a consultant’s typical working pattern, duties and 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 and external commitments.

On appointment of the post holder, the Clinical Director and the Dean of the Hull York Medical School will commence discussions to finalise the job plan which will become operational on commencement. This will include a minimum of five academic PAs based at the University of York. The NHS commitment will be from 2 – 5 PAs after discussions and agreement, and will comprise a mix of clinics, ward work, MDT and CPD/Admin time.

Administrative Arrangements

The successful applicant will have secretarial support and office accommodation.

Accountability

You will be line managed for your academic activities by the Dean of the Hull York Medical School and for clinical work by the appropriate clinical director.

Support

Both the University and the Trust are committed to supporting revalidation activities and the appointee will be given a joint appraisal. Joint job planning will also be carried out. Mentorship will be arranged to suit the appointee.
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>MD/PhD in Immunology, Dermatology, Pathology or related speciality</td>
<td>Essential</td>
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<td>MRCP (UK) or an equivalent qualification</td>
<td>Essential</td>
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<tr>
<td>Teaching qualification</td>
<td>Desirable</td>
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<tr>
<td>On the General Medical Council (GMC) Specialist Register (either CCT, CESR or European Community Rights)</td>
<td>Essential</td>
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<tr>
<td>Current or previous independent Fellowship</td>
<td>Desirable</td>
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### Knowledge

- Sufficient knowledge in subject area to design & develop innovative research and teaching programmes Essential
- Well-established national and international reputation in research area Essential
- Knowledge of medical education issues in relation to specialities Essential

### Skills, abilities and competencies

- Proven ability to plan and shape the direction of an area of research and teaching activity, ensuring plans complement broader research and education strategy Essential
- Proven ability to develop innovative research proposals and attract research funding Essential
- Proven ability to plan, manage, organise and assess own teaching contributions. Proven ability in the design of course units, curriculum development and new teaching approaches taking primary responsibility for their quality Essential
- Ability to mentor, manage, motivate and coordinate research teams, delegating effectively. Ability to resolve performance issues and formulate staff development plans, where appropriate, to ensure team aims are met Essential
- Undertaking significant departmental administrative and management responsibilities Essential
- Ability to monitor and manage resources and budgets Essential
- Ability to contribute to the development of research strategy within the department Essential
# PERSON SPECIFICATION

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<tr>
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<tr>
<td>Experience as co- and principal investigator on externally funded research projects</td>
<td>Essential</td>
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<td>A Good track record in publishing high quality research papers</td>
<td>Essential</td>
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<td>Evidence of successful planning and course design</td>
<td>Essential</td>
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<td>Evidence of lecturing, leading seminars, tutorials and other forms of undergraduate and graduate teaching</td>
<td>Essential</td>
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<td>Experience of supervising postgraduate students</td>
<td>Essential</td>
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<tr>
<th>Personal attributes</th>
<th>Essential</th>
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<tr>
<td>Leadership qualities</td>
<td>Essential</td>
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<tr>
<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
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<td>Highly innovative approach to identifying and addressing key clinical problems through research</td>
<td>Essential</td>
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<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
<td>Essential</td>
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<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>
<td>Essential</td>
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<tr>
<td>Collaborative ethos</td>
<td>Essential</td>
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The York Biomedical Research Institute

The York Biomedical Research Institute (YBRI) is an Interdepartmental Research Institute created by the University of York and Hull York Medical School. This new initiative will forge greater links between research in three themes, Neuroscience; Immunology, Haematology and Infection; and Molecular and Cellular Medicine. The new Institute will be led by Prof. Jeremy Mottram. Research within the Immunology, Haematology and Infection (IHI) theme ranges from fundamental studies on immunology, haematology, microbiology and parasitology through to first-in-human and other early phase clinical research. Our aim is to develop a greater understanding of the processes underlying chronic infectious and non-infectious disease, and thus to develop new approaches to prevention and treatment.

The IHI theme within YBRI has evolved from the Centre for Immunology and Infection, which was established in 2004 and expanded into additional purpose-built accommodation in 2010. Within the current 2000m$^2$ of research and office space, we have excellent facilities for research on ACDP HG3 organisms. Proximity to the Biosciences Technology Facility and Biological Services Facility of the Dept. of Biology ensure ready access to state of the art and well-supported cutting edge technology platforms and animal facilities (to GL3).

Clinical research is often a joint venture, utilising the expertise and resources of the University of York and York Teaching Hospital NHS Trust. We aim to provide an environment that can deliver early phase trials (phase 1 and phase 2) and support basic scientific research, which will result in high impact results. Following the University of York’s acquisition of a Human Tissue Authority research license, the York Tissue bank was established within the Centre. This initiative aims to develop networks with clinical care teams and help provide researchers from both the Hospital and University with access to human tissue for basic and translational research.

Research in IHI has a focus on chronic diseases of infectious, autoimmune and haematological origin. Details of specific research projects can be found at our staff pages. This is an exciting time to join the IHI theme with major new investments in academic posts, partly funded by expansion of the Medical School. Investment in immunology by HYMS over the next two years will see the appointment of two clinical academic Chairs, one clinical SL, a non-clinical Assistant / Associate Professor and a Research Fellowship. A further non-clinical academic Associate Professor post in Haematology and a Chair in Microbiology are being supported by the Department of Biology.

Hull York Medical School

Hull York Medical School is committed to transforming the health of people within the region and beyond – through its students, staff and the impact of its teaching and research. The joint medical school of the Universities of Hull and York, Hull York Medical School has a reputation as one of the UKs most exciting, contemporary schools. It was established in 2003 – combining York’s strengths in biological science and health sciences and Hull’s large clinical base and record in clinical research. Since it was established, it has been inspiring doctors and academic leaders of the future with the research, skills and knowledge they need to look at things differently and advance improvements in healthcare around the world. Hull York Medical School has recently been allocated 75 additional medical school places as part of
HEFCE’s Expansion of Undergraduate Medical Education, which represents a 69% increase in home places to 220 in 2019.

Inspiring doctors and academic leaders of the future
Hull York Medical School offers exceptional medical education delivered by senior academics and clinicians in a stimulating and supportive environment with world-class facilities. At undergraduate level the School’s MB BS Medicine programme offers an innovative curriculum focused on clinician led problem based learning and early and sustained clinical exposure across a range of primary and secondary healthcare settings. This approach ensures students graduate as excellent thinkers, evidence-based practitioners and patient-centred communicators who are able to deliver brilliant healthcare. In addition, we offer a Masters in Physician Associate Studies.

The School’s postgraduate taught programmes offer students the opportunity to deepen their understanding of subjects such as clinical anatomy, human anatomy and evolution and their applications in practise and education. Courses are also available for health professionals interested in education and educational research.

A partnership for people who want to make a difference
Hull York Medical School’s unique partnership brings together the expertise of both the Universities of Hull and York and offers a thriving environment in which to conduct world-leading research. Strong partnerships with NHS Trusts and community health organisations offer a wide clinical base within which to study those conditions which most affect our communities – improving their health while developing research work that can be applied nationally and globally. The School’s academic and clinical researchers have a strong reputation for their work, 85% of which is classed as ‘world-leading’ or ‘internationally excellent’ (REF 2014). Their research is advancing improvements in healthcare – treatment, diagnosis and care – improving the health of people locally and impacting national and international health agendas in areas such as cancer research, palliative medicine, mental health and global public health.

The University of York has a global reputation for its biomedical research, one of the foundations of which is an understanding of the fundamental underpinnings of health and disease. Hull York Medical School researchers at York are at the forefront of scientific discoveries that underpin the development, diagnosis and treatment of the world’s most aggressive diseases especially related to immunology, infection and neuroscience. They are also increasing understanding of mental health issues and patient safety and developing support for patients with complex needs and from a variety of backgrounds. Their work is casting new light and impacting public health globally.

The University of Hull’s health research is a major strength and the Institute for Clinical and Applied Health Research (ICAHR) brings together expertise from Hull York Medical School and the other schools within the Faculty of Health Sciences with the aim of conducting research that is locally relevant but globally significant. The Institute includes Hull York Medical School research groups concentrating on
Diabetes and Endocrinology, Cancer, Cardiology, Palliative Medicine, Primary Care, Respiratory Medicine and Vascular Surgery, a methods hub, led and populated by research methodologists who are experienced in innovative applied methods design, and a health trials unit, which has been established in collaboration with Hull and East Yorkshire NHS Trust. Laboratory scientists work within the Centre for Atherothrombosis and Metabolic Disease; they are focussed on generating new knowledge and understanding of the biochemical, molecular and cellular mechanisms that contribute to the development of thrombosis and metabolic diseases, and translate these in findings into clinical benefits.

Partnerships
As well as a unique partnership between the Universities of Hull and York, Hull York Medical School works with NHS Trusts, Mental and Community Health organisations and GPs across the Yorkshire Region. These partnerships ensure the School remains in touch with the healthcare needs of the communities it serves as well as abreast of current and future workforce challenges.

Department of Biology
The Department of Biology at York welcomes staff and students from around the world. We celebrate excellence, breadth and diversity across the spectrum of modern biology. We are proud to foster a supportive culture that allows all staff and students to reach their full potential.

The Department of Biology has a research portfolio that spans ecology to structural biology, and the Department’s research has been judged world leading in biochemistry, chronic disease, microbiology, plant biology and ecology. Departmental research is focused around fundamental science research foci, which are Cell and Developmental Biology, Molecular and Cellular Medicine, Bioinformatics and Mathematical Biology, Infection and Immunity, Ecology and Evolution, Microbiology, Biochemistry and Biophysics and Plant Biology.

Following the 2014 REF, the Department of Biology at York was again placed in the Top 10 in the UK. It is 1st for impact outside academia - our research has had major influence on environmental policy, industry and health. This demonstrates our strengths across the biological sciences: from ecology to biochemistry, biotechnology and biomedical sciences. The Department has successfully continued to establish new laboratories and refurbish our existing space and a new teaching building opened in Autumn 2016. A further major £25M development included the establishment of the Technology Facility, which provides ready access to a wide range of cutting edge equipment, technology and associated expertise. The Bioscience Technology Facility is a unique resource providing a purpose-built facility for our world-class scientists and technologists working across six bioscience research capabilities. Collectively it brings together a unique range of expertise and equipment, and is recognised as a leading example of how to provide research support in the 21st Century.

The focus is on six core areas: Bioinformatics, Genomics, Imaging & Cytometry, Molecular Interactions, Protein Production, and Proteomics. The Department has a dedicated bioinformatics support team within the Technology Facility who can provide help and assistance with a wide range of bioinformatics software. Most analyses are performed on the YARCC, the University's High Performance Research Compute cluster, which has just undergone a major upgrade to hugely increase the computing resources available, including a number of high memory nodes which are particularly suited to large bioinformatics analyses. The Department has a HPC Team Leader to provide support as required.

Within Imaging and Cytometry, facilities exist for flow sorting (MoFlo Astrios), flow analysis (2x 3-laser, 11 detector CyAn cytometers; 1 x 4 laser, 16 detector BD Fortessa X-20; 1x Apogee A40), confocal microscopy (Zeiss LSM 880 + Airyscan; LSM 780 multiphoton invert with 2NDDs and 2 GaAsP NDDs and upright convertor equipped for live animal imaging; LSM 710 upright and LSM 510 Meta invert; Andor Revolution XD spinning disc), electron microscopy (FEI Technai 12 TEM, JOEL JSM-7600F field SEM, JOEL JSM-6490LV cryoEM), ptychography (Phase Focus VL20, VL 21 and LiveCyte), laser dissection (PALM) and high throughput slide scanning (Zeiss Axioscan Z1). A Nanostring Digital Spatial Profiling system will be installed in early 2019, allowing highly multiplexed analysis of tissue sections using antibodies or RNA probes. We have an extensive support infrastructure underpinning our teaching and research. This includes teams in operational services; horticultural; supplies and goods services; and teaching laboratory technicians. We provide excellent animal house facilities and mechanical and electronic workshops. We also have in-house specialists in Health & Safety, IT and professional administrative support. Research support is available to assist with external funding proposals for research activities.

The Department of Biology operates a set of family-friendly policies and welcomes applications that are made on a part-time and job share basis. We will do our best to accommodate such requests where possible. Staff working patterns are flexible and a formal flextime system is also in operation. We provide support and advice for staff taking maternity, paternity, adoption and parental leave, and the University has a nursery and a Child Care voucher scheme. We strive to address gender inequalities and ensure that there is a culture that supports equality and encourages better representation throughout the department. Support for women at all stages of their career is recognised as being extremely important. The Biology Department at York holds a Gold Athena SWAN award.
Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2019 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 are ranked 16th in the Times & Sunday Times league table (2017). 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.
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 is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

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 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 7447
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 10 April 2019.

Interview will take place in York on the 17 May 2019. Following this interview the preferred candidate(s) will be invited to attend an interview with members of the Royal College and NHS Trust.

What will I need?

We will ask you for details of:

- Your CV
- A letter describing how you meet the requirements of the job
- A statement of your research and teaching intentions

You will also need details of three academic referees (one International) and one Employment referee.

Help and assistance

For informal enquiries, please contact Prof Paul Kaye (paul.kaye@york.ac.uk) + 44 (0)1904 328840

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

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