Professor of Clinical Haematology

Hull York Medical School / York Biomedical Research Institute

Closing date: 26 February 2020
Interview date: 18 & 19 March 2020
Vacancy reference: 8410
Hull York Medical School is seeking to recruit an outstanding clinician scientist in haematology to join our Experimental Medicine and Biomedicine group. Our research in Experimental Medicine and Biomedicine in York (www.hyms.ac.uk/research/research-centres-and-groups/experimental-medicine-and-biomedicine) ranges from basic molecular and cellular medicine to pre-clinical and clinical studies. The group is a key component of the York Biomedical Research Institute (YBRI) which is an Interdepartmental Research Institute created by the University of York and Hull York Medical School.

One of the three themes within YBRI is Immunology, Haematology and Infection (IHI). The theme has evolved from the Centre for Immunology and Infection, which was established in 2004 and expanded into additional purpose-built accommodation in 2010. Research within this theme ranges from fundamental studies on immunology, haematology, microbiology and parasitology through to first-in-human and other early phase clinical research. 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 (www.york.ac.uk/biology/technology-facility/).

Building on these initial investments and following the launch of YBRI in 2018, the Hull York Medical School is now investing further in clinical and non-clinical research posts within the IHI theme. In addition to the clinical Chair advertised here, in the coming months we will be seeking to recruit two further clinical professors, one associate clinical professor, a non-clinical assistant / associate professor and new support staff. In haematology, our research is expanding in collaboration with the Departments of Biology and Health Science, working closely with the Haematological Malignancy Research Network (www.hmrn.org/), a unique collaboration between NHS clinicians and University researchers that was established in 2004 to provide robust generalizable data to inform contemporary clinical practice, commissioners, and researchers. With world-class centralized diagnostics provided by the Haematological Malignancy Diagnostic Service (www.hmds.info), and a unified clinical network covering 14 hospitals, HMRN contains recognized leaders in the field. In addition to this resource, IHI 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.

For the current post, we are seeking an established internationally-recognised clinical academic haematologist. The post holder will have an established track record of publications and research grant income and be working in an area of haematology that provides new synergistic opportunities within and beyond HYMS and YBRI. The post holder will contribute to teaching on the HYMS MBBS course and the joint HYMS / Biology BSc and MBiomedSci in Biomedical Sciences in manner commensurate with the role. The teaching of haematology at postgraduate level is also an important remit of the IHI within YBRI. Suitable clinical sessions will be arranged within the region according to the particular interests of appointee.
We are seeking to appoint an individual who aligns to our values:

**Everyone Counts**
We promote a culture of diversity, respect and aspiration, and empower everyone to realise their potential.

**Pursuing Excellence**
We combine a pioneering approach with innovative methods to drive excellence in all we do.

**Socially Responsible**
We are dedicated to public service and to improving lives within our communities.

**Collaborative**
We work in partnership, recognising the strengths of others.

### Main purpose of the role
- To develop and lead a funded programme of international-quality, independent research in haematology.
- To enhance existing links between clinical and basic research and develop new avenues for collaboration internally across HYMS and YBRI and externally.
- To contribute towards developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst medical and biomedical students for haematology.
- To undertake 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 and gain substantial external funding;
- To take a leading role in shaping haematology research in York;
- To facilitate interaction between clinicians and biomedical and applied health 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;
- To contribute to medical and biomedical teaching at undergraduate and postgraduate level;
- To provide mentorship and supervision for junior members of staff;

### 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 HYMS and YBRI research strategy towards delivering translational and clinical impact.

### JOB DESCRIPTION

**At a glance**

| **Salary** | Clinical Academics may be paid on their appropriate Clinical Academic Scale (Consultant basic salary is £79,860 - £107,668) |
| **Hours of work** | 37 per week (flexibility available) |
| **Contract type** | Open |
| **Based at** | Heslington Campus |

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JOB DESCRIPTION

HYMS Teaching & Curriculum Development Responsibilities

Although this is principally a research appointment, there are opportunities to contribute in areas of expertise to the undergraduate MBBS curriculum including:

- Contribution to teaching to students on the HYMS MBBS course and the joint HYMS / Biology BSc and MBiomedSci in Biomedical Sciences;
- Contribution to the design and implementation of innovative postgraduate degree programmes and short postgraduate professional education courses in line with Medical School goals.

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.
- To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to postgraduate 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 cooperating 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 six academic PAs based at the University of York. The NHS commitment will be from 2 – 4 PAs after discussions and agreement, and will comprise a mix of clinics, ward work, MDT and CPD/Admin time.

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

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<thead>
<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>MD/PhD in Haematology</td>
<td>Essential</td>
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<td>MRCP (UK), FRCPath or an equivalent qualification</td>
<td>Essential</td>
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<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>Teaching qualification</td>
<td>Desirable</td>
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<td>Current or previous independent Fellowship</td>
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## Knowledge

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<th>Knowledge</th>
<th>Essential / Desirable</th>
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<tr>
<td>Exceptional knowledge in subject area to design &amp; develop innovative research programmes</td>
<td>Essential</td>
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<td>Well-established national and international reputation in research area</td>
<td>Essential</td>
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<td>Knowledge of medical education issues in relation to specialities</td>
<td>Desirable</td>
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## Skills, abilities and competencies

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<th>Essential / Desirable</th>
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<tr>
<td>Proven ability to plan and shape the direction of an area of research, ensuring plans complement broader research strategy</td>
<td>Essential</td>
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<td>Proven ability to develop innovative research proposals and attract research funding</td>
<td>Essential</td>
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<td>Ability to mentor, manage, motivate and coordinate research teams, delegating effectively</td>
<td>Essential</td>
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<td>Ability to resolve performance issues and formulate staff development plans, where appropriate, to ensure team aims are met</td>
<td>Essential</td>
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<td>Undertaking significant departmental administrative and management responsibilities</td>
<td>Essential</td>
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<td>Ability to monitor and manage resources and budgets</td>
<td>Essential</td>
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<td>Ability to contribute to the development of research strategy at School and University level</td>
<td>Essential</td>
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# PERSON SPECIFICATION

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<th>Experience</th>
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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>An excellent track record in publishing high quality research papers</td>
<td>Essential</td>
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<td>Experience of supervising postgraduate students</td>
<td>Essential</td>
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<tr>
<td>Evidence of lecturing, leading seminars, tutorials and other forms of undergraduate and graduate teaching</td>
<td>Essential</td>
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<td>Evidence of successful planning and course design</td>
<td>Desirable</td>
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## Personal attributes

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<th>Leadership qualities</th>
<th>Essential</th>
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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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<tr>
<td>Aligned to Medical School values</td>
<td>Essential</td>
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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 UK’s 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 was allocated 75 additional medical school places as part of HEFCE’s 2017 Expansion of Undergraduate Medical Education, which represented a 70% increase in home places to 220 in 2019. This expansion has provided the investment to support a substantial increase in biomedical research posts at York over the next 4-5 years.

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.

Postgraduate research students benefit from a thriving research community and the opportunity to learn from world leading experts who are internationally recognised for their work.

Hull York Medical School facilities at Hull and York offer a stimulating environment in which to learn. The Allam Medical Building at the heart of the University of Hull’s £28million Health Campus is home to Hull York Medical School in Hull, which provides medical students with the opportunity to learn alongside other healthcare professionals. At York, medical students have a dedicated facility on the University’s west campus – which is receiving a £5m refurbishment to be completed in early 2020. Plans are also in development for additional biomedical research space.

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, haematology, and neuroscience. This research is delivered through the Experimental Medicine and Biomedicine group (www.hyms.ac.uk/research/research-centres-and-groups/experimental-medicine-and-biomedicine). Our researchers in York 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 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.

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 initiative was established to forge greater links between research in three themes, Neuroscience; Immunology, Haematology and Infection; and Molecular and Cellular Medicine. The Institute is led by Prof. Jeremy Mottram (www.york.ac.uk/biomedical-research-institute/). 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.

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 (www.hyms.ac.uk/research/research-centres-and-groups/experimental-medicine-and-biomedicine/clinical-and-translational-research). Following the University of York’s acquisition of a Human Tissue Authority research license, the York Tissue bank was established. 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.
THE UNIVERSITY

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 18,000 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 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 8410
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 26 February 2020.

Interview will take place in York on the 18 & 19 March 2020 (attendance will be required on both days). 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. Ian Hitchcock,
Professor of Experimental Haematology,
ian.hitchcock@york.ac.uk,
Tel: +44 (0)1904 328914 or

Professor Una Macleod,
Dean of the Medical School,
una.macleod@hyms.ac.uk

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

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