Professor of Ophthalmology
Hull York Medical School

Closing date: 10 October 2021
Interview date: 2 November 2021
Vacancy reference: 9736
INTRODUCTION

Hull York Medical School and York and Scarborough Teaching Hospitals NHS Foundation Trust are seeking to recruit an outstanding Professor of Ophthalmology. Together the Medical School, the University of York and York and Scarborough Teaching Hospitals NHS Foundation Trust have ambitious plans to develop research collaborations and ensure improvement in patient outcomes through creating high quality learning environments where inquisitive clinicians can flourish and answer research questions of scientific and clinical relevance.

Within the School, this post will be based within the Experimental Medicine and Biomedicine group. Our research in Experimental Medicine and Biomedicine in York (https://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. The appointee will work closely with the Vision Research group in the Department of Psychology https://www.york.ac.uk/psychology/research/vision-face/.

The individual appointed and one of the School’s Professors will be expected to play a leadership role in the School, be a role model for medical students and clinical academic trainees and work collaboratively, building the close relationships between the University, Medical School and York and Scarborough Teaching Hospitals NHS Foundation Trust.

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.

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

Professors at York are expected to advance their subject nationally and internationally and to contribute to maintaining the University as an international centre of excellence for the relevant subject area through research and publication, teaching, networking and consultancy. For this post, the main purposes are:

- To develop and lead a funded programme of international-quality, independent research in Ophthalmology.
- To enhance existing links between clinical and basic research and develop new avenues for collaboration internally across the Medical School, the University and externally.
- To contribute towards developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst medical students for Ophthalmology.
- To develop as a leader within the Medical School and undertake a range of administrative and managerial responsibilities.
- To be an outstanding, effective clinician, working collaboratively with colleagues for the good and safety of patients.
- To be an innovative clinician, understanding new clinical challenges and triangulate clinical, research and educational opportunities.

Key responsibilities

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

To support the research activities of the School

- To carry out internationally outstanding research and scholarship
- To disseminate this research through monographs, articles in journals of international standing, and other appropriate forms of dissemination, including national and international conference presentations
- To play a leading role in the Hull York Medical School in identifying and securing external funding through research grants and contracts, and in developing collaborative research income-generating activities, including the development of national or international research consortia.
- To attract and supervise research students, and, as appropriate, post-doctoral researchers and other support staff
- To support, comply with, and contribute fully to research plans and policies of the School and the University
- To support and mentor junior academic colleagues in order to promote quality of teaching and research and their career development

To support the teaching objectives of the School

- To contribute to teaching programmes for undergraduate and graduate students
- To play a leading role in School and interdepartmental curriculum development and quality enhancement
- To coordinate team teaching, as required, including liaison with other staff and with postgraduates who teach
- To design and mark assessments, and give feedback
- To supervise undergraduate and graduate projects and dissertations
- To carry out teaching in Continuing Professional Development
- To undertake pastoral support of students, as a personal supervisor or in another designated role
JOB DESCRIPTION

- To support and promote fully the University and School teaching quality assurance standards and procedures

To contribute to the efficient management and administration of the School

- To make an important contribution to the leadership and management of the School, including supporting early career staff and developing new collaborative initiatives
- To attend School meetings, meetings of the Board of Studies, and other committees and working groups within the School and University
- To carry out relevant professional duties, commensurate with the Professorial grade
- To undertake specific School roles and management functions as may be reasonably required by the Dean of the Medical school
- To contribute to the efficient management and administration of the School

To be an effective honorary Consultant in Ophthalmology within York and Scarborough Teaching Hospitals NHS Foundation Trust

- To carry out clinical duties as required within job plan
- To adhere to the highest patient safety processes and professional requirements
- To contribute to leadership within the School and Trust as required
- To be an effective role model, guide and mentor for medical students and clinical and academic trainees
- To embrace the Trust values to be kind, open and strive for excellence.
## 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 Ophthalmology</td>
<td>Essential</td>
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<tr>
<td>FRCOphth</td>
<td>Essential</td>
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<tr>
<td>On the General Medical Council Specialist Register</td>
<td>Essential</td>
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<tr>
<td>Teaching qualification</td>
<td>Desirable</td>
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### Knowledge

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<th>Knowledge</th>
<th>Essential / Desirable</th>
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<tr>
<td>Outstanding and internationally recognised knowledge of Ophthalmology</td>
<td>Essential</td>
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<td>Exceptional knowledge of principal research areas in vision research</td>
<td>Essential</td>
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<tr>
<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 Ophthalmology</td>
<td>Essential</td>
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### Skills, abilities and competencies

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<th>Skills, abilities and competencies</th>
<th>Essential / Desirable</th>
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<tr>
<td>Ability to define, lead, manage and attract funds for internationally excellent research, operating across disciplinary boundaries</td>
<td>Essential</td>
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<td>Proven leadership and managerial skills</td>
<td>Essential</td>
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<td>Ability to manage and interact with staff and students at all levels and to contribute to broadening the strategic development of the School</td>
<td>Essential</td>
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<td>Evidence of international collaboration</td>
<td>Desirable</td>
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<td>Evidence of peer review activities</td>
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## PERSON SPECIFICATION

### Experience

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<th>Requirement</th>
<th>Essential/Desirable</th>
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<tr>
<td>International leader in a major research field, leadership of research group/theme</td>
<td>Essential</td>
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<td>Substantial publication record in leading peer-reviewed journals</td>
<td>Essential</td>
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<td>Attraction and effective supervision of postgraduate students</td>
<td>Essential</td>
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<td>Significant and sustained success in accessing research grants and other external funding</td>
<td>Essential</td>
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<tr>
<td>Exceptional achievement in curriculum development, course design and teaching, learning and assessment methods at UG and PG levels and in encouraging student access and engagement</td>
<td>Essential</td>
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<td>Invited presentations at major international conferences</td>
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<td>Effective and sustained involvement in major administrative tasks or positions of responsibility</td>
<td>Essential</td>
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<td>Editorial duties with journals</td>
<td>Desirable</td>
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<td>Activity as an invited examiner at other institutions</td>
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### Personal attributes

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<th>Attribute</th>
<th>Essential/Desirable</th>
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<tr>
<td>Demonstrable capacity for strategic thinking and planning</td>
<td>Essential</td>
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<td>Ability to take a lead in key administration functions within the Medical School</td>
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<td>Self-motivated, pro-active and innovative</td>
<td>Essential</td>
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<tr>
<td>Aligned to Medical School values</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 UKs most exciting, contemporary schools. It was established in 2003 as a partnership between the University of York, the University of Hull and the local NHS. 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 offers exceptional medical education delivered by 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 – amidst 500 acres of landscaped campus – and benefit from investments totalling £500million made by the University since 2000.

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 at 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.
HULL YORK MEDICAL SCHOOL

The University of York has a global reputation for its research, the foundation 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 casting new light and impacting public health globally.

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 enable the School deliver first class education to our undergraduate students.

EXPERIMENTAL MEDICINE AND BIOMEDICINE

Our research in Experimental Medicine and Biomedicine in York ranges from basic molecular and cellular medicine to pre-clinical and clinical studies. With a predominant focus on immunology and infection and neuroscience research, our research is a key component of the York Biomedical Research Institute.

In immunology and infection, our research incorporates fundamental studies on the immune system and pathogenesis of infectious and non-infectious disease through to first-in-man clinical research. Through integrating our discoveries in basic and clinical immunology, and pathogen biology, we aim to develop new approaches to disease prevention and treatment. Our research in neuroscience uses a multidisciplinary approach to understand structural, chemical, functional and theoretical aspects of neuronal mechanisms.

Our work takes place in state-of-the-art laboratory facilities and benefits from cutting-edge technologies established in the University of York Bioscience Technology Facility and York Neuroimaging Centre.

We work in close collaboration with the Departments of Biology, Psychology, Chemistry, and Health Sciences.

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 (https://www.york.ac.uk/biomedical-research-institute/). This post will relate closely to the Neuroscience theme, theme lead - Professor Tony Morland (antony.morland@york.ac.uk) https://www.york.ac.uk/biomedical-research-institute/neuroscience/

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. 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.

Structure

This post will sit within the Experimental Medicine and Biomedicine research group https://www.hyms.ac.uk/research/research-centres-and-groups/experimental-medicine-and-biomedicine

The postholder will be a member of York Biomedical Research Institute and work closely with colleagues in the Department of Psychology https://www.york.ac.uk/psychology/research/vision-face/.
York and Scarborough Teaching Hospital NHS Foundation Trust is delighted to invite candidates to apply to work with us as an Honorary Consultant Ophthalmologist, specialising in ophthalmology or Medical Ophthalmology (Medical Retina and Uveitis) as a part of this post.

Job plans, special interests and hours can be developed to complement departmental and individual requirements. A proposed job plan can be viewed within the application documents, to be discussed and agreed with the successful candidate.

You will join a Trust which is proud to support an ambitious programme of service modernisation and has a reputation for providing high quality services. There is strong academic interest within the department encouraging both research and education.

The successful candidates will work within our Ophthalmic team having the opportunity to develop pathways whilst complementing an existing, well established and expanding eye care for York and the East Coast. The service is consultant led with direct consultant supervision.

York provides a Consultant second on call service as part of a 1:12 non-residential on call based at York and Scarborough Teaching Hospitals NHS Foundation Trust. On call services cover York, Harrogate (weekend only), Scarborough and East coast catchment areas. This post will not contribute to the on call rota.

You will become part of a team of 18 Consultants in the Trust with a further 4 working between Harrogate and York. Please note, to support our services consultants are expected to work across the Trust’s Hospital sites.

We would love to discuss this opportunity with you further and offer opportunity to visit the department, meet the staff and see the facilities.

As a Trust we provide acute hospital services for approximately 800,000 people living in and around York, North and North East Yorkshire. The Trust has an annual turnover of nearly £500 million. We manage eight hospital sites, 812 beds (including day case beds) and have a substantive workforce of over 9,000 staff working across our hospitals and in the community. Our main sites are our teaching hospitals in York and Scarborough, which are within the beautiful and historic city, and the spectacular North York Moors and North Yorkshire Coast respectively. We run a fully integrated service across both York and Scarborough with a single Lead Clinician across both sites.

York Teaching Hospitals NHS Foundation Trust (YTHNFT) is part of the joint undergraduate Hull and York Medical School (HYMS) with partners the University of York, University of Hull and Hull and East Yorkshire Hospitals NHS Trust.

Students are now well established and regarded and follow a five-year curriculum, which makes strong use of problem based learning techniques. There are HYMS departments on our main acute Hospital sites in York and Scarborough which provide new and improved teaching facilities for undergraduate students.

This posts requires an experienced clinician with broad experience in Ophthalmology or Medical Ophthalmology focusing on Medical Retina and Uveitis sub specialities. This advertised post is based in York. Applicants must possess FRCOphth or equivalent and be fully registered with the GMC and hold a licence to practise. Applicants must have entry on the GMC Specialist Register for Ophthalmology via CCT CESR or European Community Rights.
YORK AND SCARBOROUGH TEACHING HOSPITALS NHS

This post is compliant with guidance for nhs employers employing clinical academics:

https://www.nhsemployers.org/articles/guidance-employing-clinical-academics

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<tr>
<td>am</td>
<td>Medical Ophthalmology clinic</td>
<td>Retinal treatment clinic / Medical retina clinic</td>
<td>Admin</td>
<td>University/ Research clinic</td>
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<td>pm</td>
<td>SPA/ University</td>
<td>University</td>
<td>Retinal treatment clinic / Retinal imaging meeting</td>
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THE UNIVERSITY OF YORK

We are a world-class institution, focused on creating an environment of excellence in which all our students, staff and researchers can thrive. Our Research Strategy encompasses our vision that York should provide a home for some of the best research in the world. (https://www.york.ac.uk/research/)

We are a high-performing member of the Russell Group, ranked 16th in the Guardian's Best University UK Universities 2021 League Table, and 30th in the Complete University Guide 2020. We have been awarded TEF Gold for our research-led teaching which provides "consistently outstanding outcomes for students from all backgrounds".

Our Equality, Diversity and Inclusion Strategy speaks to the core of our values. We hold 16 awards from Athena SWAN, recognising the advancement of gender equality: representation, progression and success for all.

Our vision is to be a university for public good, supported by five key strategic themes:

- Internationalism
- Sustainability
- Civic responsibility
- Research
- Student experience and teaching

At the heart of the region

The University is deeply embedded in the local community of North Yorkshire. Our values and commitment to the public good have never been more important. We are a hub for sharing knowledge, inspiring collaboration and enriching lives.

Across the University, we are mobilising our knowledge, our people and our resources to tackle the immediate and long-term challenges created by the coronavirus crisis.

https://features.york.ac.uk/who-we-are/
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.
OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Founded on the principles of excellence, equality and opportunity for all, the University is proud to create an environment that attracts staff and students from all over the world. What we gain from diversity is immeasurable.

Our Equality, Diversity and Inclusion Strategy, which was developed in partnership with our staff and student communities, describes our commitment to create a culture where everyone can contribute to university life, knowledge and growth.

We want to create a working, learning, social and living environment that will enable all staff and students to achieve their full potential. Our strategy sets out an ambitious set of objectives to succeed in our commitment, but we have a challenging journey ahead. We recognise that we are not truly representative of our communities locally, nationally and internationally. We would like to pay particular focus to gender parity across all levels, particularly in senior roles; the recruitment, retention and success of a more ethnically diverse staff and student community; an accessible and inclusive campus and ensuring that the values and behaviours we expect from everyone embrace inclusive responsibility and leadership.

Opportunity for all
Our outreach programmes and widening participation work have made us one of the most socially diverse universities among our peers. The York Students in Schools (YSIS) programme has been providing a helping hand in the city’s classrooms for 25 years, placing around 700 students with local schools every year. It recently introduced a new English and Mathematics tutoring scheme.

A report by The Reform Research Trust in September 2017 ranked York second out of 29 high-tariff institutions for our track record in increasing access for disadvantaged students from 2011/12 to 2015/16.

Wellbeing and support
Students are encouraged to balance their studies with activities and interests to give them a healthier and more rounded student experience. We have invested heavily in support of physical health with new and improved sports facilities, and in mental health through our Open Door counselling and crisis team which now opens in the evenings during term time. We have also developed a support network of staff trained in Mental Health First Aid. University staff have access to wellbeing help and support, and can access advice through our site. Further information on our health and wellbeing support can be found at https://www.york.ac.uk/staff/support/.
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 9736
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 10 October 2021.

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 Professor Una Macleod (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