

Division of Clinical Medicine

Professor (Honorary Consultant) in Nephrology Ref: 435

Clinical Academic Salary Scales Full time, permanent post

Brighton and Sussex Medical School seeks to appoint an outstanding individual to their first Professor in Nephrology. The Foundation Professor will provide leadership in the teaching and research of the subject. BSMS has identified nephrology as one of a number of academic disciplines within Medicine in which it wishes to invest. There has already been a significant investment, including senior academic posts in psychiatry, imaging, immunology and cell biology, paediatrics, oncology, rheumatology, and neuroscience *inter alia* and major infrastructure projects including a Clinical Imaging Sciences Centre (CISC) and two dedicated biomedical research buildings at the University of Sussex, and a new Clinical Investigation and Research Unit (CIRU) at the Royal Sussex County Hospital. This new post seeks to build on that investment and further develop critical academic mass in Medicine.

The Brighton and Sussex University Hospitals Trust plays host to the regional renal unit, which works on a hub-and-spoke model, acting as the regional referral unit for all forms of acute renal disease, as well as catering for a large CKD and dialysis population. The unit has state-of-the-art facilities together with the co-located CIRU, and offers tremendous potential for the development of a clinical/translational research programme in both acute and chronic renal disease.

For enquires about this post: Prof Jon Cohen, Dean of BSMS (j.cohen@bsms.ac.uk) (tel: +44 (0) 1273 877577); Prof Kevin Davies, Head of Division of Clinical Medicine, (k.a.davies@bsms.ac.uk) (tel: + 44 (0)1273 533310); Dr Edward Kingdon, Lead Clinician, Renal medicine, BSUHT (Edward.Kingdon@bsuh.nhs.uk) +44 (0) 1273 696955 Ext 7946; or Dr Lawrence Goldberg, Chief of Specialised Services, BSUHT; Lawrence.Goldberg@bsuh.nhs.uk Tel: +44 (0) 1273 696955 Ext: 7885 or 4378.

Closing date for applications: 25 November 2011

For full details and how to apply please visit:

www.sussex.ac.uk/jobs

www.brighton.ac.uk/jobs

www.bsms.ac.uk

Applications to be submitted to email: bsmsrecruitment@sussex.ac.uk fax: +44 (0) 1273 877401, Mrs Debbie Frogley, Human Resources, Room 338, Sussex House, University of Sussex, Falmer, BN1 9RH.

We are committed to equality of opportunity

Foundation Professor in Nephrology (Ref 435)

The Post

Brighton and Sussex Medical School seeks to appoint an outstanding individual to their first Professor in Nephrology. The Foundation Professor will provide leadership in the teaching and research of the subject. BSMS has identified nephrology as one of a number of academic disciplines within Medicine in which it wishes to invest. There has already been a significant investment, including senior academic posts in psychiatry, imaging, immunology and cell biology, paediatrics, oncology, rheumatology, and neuroscience inter alia and major infrastructure projects including a Clinical Imaging Sciences Centre (CISC) and two dedicated biomedical research buildings at the University of Sussex, and a new Clinical Investigation and Research Unit at the Royal Sussex County Hospital. This new post seeks to build on that investment and further develop critical academic mass in Medicine.

The Brighton and Sussex University Hospitals Trust plays host to the regional renal unit, which works on a hub-and-spoke model, acting as the regional referral unit for all forms of acute renal disease, as well as catering for a large CKD population locally. The unit has state-of-the-art facilities and with the co-located CIRU and offers tremendous potential for the development of a clinical/translational research programme in both acute and chronic renal disease.

Role and Responsibilities

Research

There is a clear commitment from the medical school to build academic departments that are research active, and the Professor in Nephrology will need to demonstrate evidence of their involvement in research at the highest level. The Professor will provide leadership in establishing a research programme in nephrology defined within their particular field of interest, and in addition encourage and develop collaborative research between healthcare professionals within the NHS and the two Universities. Because of the existing strengths within the local scientific environment there are outstanding opportunities for colleagues working in the fields of immunology, pharmacology, biomaterials and vascular and cell biology, but we would also welcome expressions of interest from those working in other fields.

All clinical research activity is subject to strict research governance procedures that are overseen by the school's Research Governance & Ethics Committee. Protocols exist that set out the rights of the individual and the collaborating institutions (both universities and the NHS) in respect of intellectual property rights.

Curriculum development and teaching

Nephrology is an important and distinct part of the undergraduate curriculum. There is an interdisciplinary nephrology/physiology module in year 2 and many opportunities to study nephrology and related topics in year 5, and within selected SSCs/4th year projects. The post-holder will be expected to participate in the organisation, delivery, and development of the undergraduate teaching programme in pharmacology and therapeutics in collaboration with medical school faculty including the senior lecturer (Dr Martin Llewelyn) and tutor in therapeutics, faculty at the University of Brighton School of Pharmacy and Biomolecular Sciences and NHS clinicians. He/she will be expected to lead on therapeutics for either phase 2 (years 3 and

4) or phase 3 of the undergraduate BM BS course (2-2.5 teaching PAs) and to deliver other undergraduate teaching activities. The undergraduate teaching of pharmacology and therapeutics commenced in 2004 and considerable work in the development of pharmacology and therapeutics has been undertaken. The course has been highly successful in terms of student feedback and examination performance. The post-holder will also be expected to contribute to the further development of pharmacology, therapeutics and nephrology teaching. In addition to this important role in curriculum development, the Professor will also be expected, where appropriate, to provide strategic advice and support for the development of postgraduate nephrology education within the region, which has just launched a Brighton-based SpR rotation. We are particularly keen to support an interdisciplinary approach to teaching whenever possible.

Clinical Practice

Candidates will be expected to hold an honorary consultant contract with Brighton & Sussex University Hospitals Trust and to contribute to service provision in nephrology, the exact nature of which will depend on the successful candidate's special interest (see below). This will be agreed following discussion with the Dean, Medical Director and the relevant Chief of Service. As a guide, we anticipate that the clinical commitment is likely to be equivalent to 5 PAs per week, to include direct clinical care, administrative and supporting activities, and a low frequency involvement in the renal on call/ward duties rota.

Nephrology Services

The successful candidate will hold an honorary consultant contract with Brighton and Sussex University Hospitals Trust and will contribute to service provision in renal medicine within the trust. It is anticipated that this would comprise 1.5 clinics per week, attendance at the department's MDT meetings and participation in the renal on-call consultant rota. The candidate would be the ward consultant and on call 1:16 weeks. The department offers the tertiary nephrology service for a catchment area of 1.3M and the candidate's clinical duties will look to match their training and clinical interests and the needs of the renal service as far as possible.

The Sussex Kidney Unit is based at the Royal Sussex County site in outstanding, state-of-the-art facilities, opened in February 2004. Within the unit, there is a large haemodialysis unit, devoted areas for the peritoneal dialysis and home haemodialysis programmes, a large out-patient clinic area, and a 26-bed ward. The unit receives around 150 AKI referrals pa requiring dialysis, and provides plasma exchange for renal and other indications.

At present there are 350 patients on haemodialysis and 95 on peritoneal dialysis, with steady growth anticipated over the next few years. There are satellite dialysis units in Bexhill, Crawley and Worthing and planning is underway for a further satellite haemodialysis unit in East Sussex. There are well-established home haemodialysis and peritoneal dialysis programmes. There are currently 330 patients under long term transplant follow up at the SKU.

Anticipated NHS PAs and provisional timetable:

DCC

1.5 clinics with associated admin 1.85 PAs
 MDTs (radiology, renal biopsy and weekly handover meeting) 0.75 PAs
 Ward consultant (on-call on 1/16 rota) 1.13 PAs

SPAs

Audit, training, service development etc. .1.25 PA

	Mon	Tue	Wed	Thur	Fri
am	OP clinic	Medical School Research	Medical Grand Round/ Clinical teaching	Medical School Research	Alternate weeks Specialist Clinic
	Ward round (if on service)	Medical School Research	Medical School Research	Ward round (if on service)	Clinical admin

This is an indicative programme. The fixed session commitments will be agreed with the successful candidate. Appropriate secretarial support and office space will be provided to support both the post-holder's academic and clinical commitments.

The Professor will be clinically accountable to the Principal Lead Consultant for Renal Medicine (Dr Ed Kingdon). With regard to their clinical duties and responsibilities the post holder will be responsible to the Trust's Medical Director via the Chief of Specialised Services (Dr Lawrence Goldberg), and will be part of an integrated medical team delivering high quality medical care across the whole spectrum of nephrology.

It is expected that the appointee will contribute to the relevant departmental/hospital clinical governance programmes and to contribute to the teaching of junior medical staff, nursing staff and other paramedical staff and other external bodies.

The appointee will have continuing responsibility for the care of patients in his/her care and the proper functioning of the department in his/her charge.

The appointee will be required to be a member of the Trust Medical Staff Committee
 The successful candidate will be encouraged to utilise his/her quota of study leave to pursue Continued Medical Education, and will be required to register with the appropriate Royal College for CPD purposes and to assure their participation in annual joint appraisal through BSUHT/BSMS and revalidation with the GMC.

The job plan will be reviewed with the Clinical Director and Academic Department Head after the first 6 months and a diary card exercise. There will be an annual clinical/academic appraisal under the 'Follet' procedure.

Leadership and management

The Professor in Nephrology will be expected to lead the strategic development of the academic department and provide operational management for the staff and resources within it. It is also expected that the Professor will play their part in the general academic responsibilities of the medical school, including assessment, examining, quality assurance and research governance, and also in the appropriate university-level committees.

The Person

The post-holder will:

- Be a registered medical practitioner and a member or fellow of the Royal College of Physicians;
- have a record of substantial research activity and evidence of peer-reviewed grant income;
- have any interest in and a commitment to undergraduate and post-graduate teaching, particularly in the context of multi-professional learning with other health care professionals;
- be able to demonstrate skills and experience in management, particularly in:
 - providing leadership;
 - setting and achieving high standards of academic performance;
 - strategic planning and development;
 - resource planning and control;
 - financial and budget management;
 - staff organisation, motivation and development;
 - inter-personal and communications skills and experience, particularly in forging and maintaining effective working relationships with staff at all levels of organisations and effective partnership working with other organisations;

The Medical School

The School is an equal partnership between the Universities of Sussex and Brighton together with NHS staff throughout the South East Region. The arrangements for the School's governance reflect this approach and students are awarded joint degrees of both Universities.

The School is fully committed to the principles of Tomorrow's Doctors; it endorses the value of medical education in a multi-professional context, and promotes the highest possible standards in its three pivotal components of teaching, clinical practice, and research (both fundamental and applied).

There is an annual undergraduate intake of approximately 128 students. BSMS has proved exceptionally popular and in recent admissions rounds has continued to achieve one of the highest application rates of any UK medical school. Students spend their first two years primarily on the universities' campuses at Falmer; thereafter the focus shifts to the associated teaching hospitals in Brighton and the surrounding area. There are purpose-built teaching facilities in all areas.

The curriculum emphasises early clinical involvement, a broad range of experience and a firm foundation in basic science. A wide range of teaching and learning approaches are used, as appropriate for the particular circumstances; we are not committed to a single method of delivery. Feedback from the National Student Survey has demonstrated an exceptionally high level of student satisfaction, with BSMS being consistently in the top performing schools in the country. Further information is available at www.bsms.ac.uk.

BSMS has produced a new 5 year strategic plan (2009 – 14) that places growing its research capacity as the number one priority. We have made significant investments in both infrastructure and staff, there has been a rapid increase in postgraduate research students and research income has more than doubled over the last five years.

The Medical School has three major divisions: Clinical and Laboratory Investigation, Primary Care and Public Health Medicine, Clinical Medicine, and is currently integrating the Institute of Post Graduate Medicine into the School.

The **Division of Clinical and Laboratory Investigation** is led by Professor P Ghezzi, whose main research interests are in the field of experimental neurobiology. Within the Division other research interests focus on studying the origins, patterning and survival of musculoskeletal tissue lineages (Prof D Evans), imaging the spread of cancer cells (Prof M Peters FMedSci), controlling mRNA stability in the regulation of gene expression (Dr S Newbury), and the study of mechanisms of inflammation in rheumatoid arthritis and lupus.

The **Division of Primary Care and Public Health** (Head: Prof Helen Smith) is responsible for the teaching of Clinical Practice, Population Medicine and General Practice. The Division has a large portfolio of health services research; its strength is the use of mixed method evaluation and pragmatic trial design in the areas of allergic disease, sexually transmitted disease, cancer and mental health; Prof J Cassell has a major interest in electronic health records. The Division also plays host to the Surrey and Sussex Primary Care Research Network.

The **Division of Clinical Medicine**, headed by Professor Kevin Davies, covers a wide range of disciplines including general internal medicine and its subspecialties, surgery (including orthopaedics and trauma medicine), anaesthesia and emergency medicine. Also located here are Immunology (Prof F Kern) and Infectious Diseases (Prof M Newport), Women and Children's medicine (Prof S Mukhopadabay), Elderly Medicine and stroke (Prof C Rajkumar), Oncology and the Psychosocial Oncology Research group headed by Prof Peter Schmid and Prof Lesley Fallowfield, Ethics (Professor B Farsides), Neurology (Prof N Leigh) and Psychiatry (Professor H Critchley).

The **Institute of Postgraduate Medicine** (Acting Head: Prof Darrell Evans) provides teaching and learning in a wide range of subjects relevant to health care. It has established an extensive systematic programme of formal postgraduate academic awards relevant to the needs of doctors at all levels, in primary care, secondary care, mental health and public health. Areas of expertise include cardiology, psychiatry, public health, health informatics and general practice. It also supports doctors and other health professionals in practice by responding to their educational and development needs through targeted continuing education in a programme of non award-bearing courses, conferences and seminars.

The University of Brighton

The University of Brighton came into being on 1 September 1992, when Brighton Polytechnic formally changed its title. The Polytechnic was formed by the amalgamation of Brighton College of Art, the former Brighton College of Technology, Brighton College of Further Education and East Sussex College of Higher Education. This legacy, beginning in the middle of the nineteenth century, has endowed the University with a large number of buildings with extensive facilities, divided between four main campuses (at Grand Parade, Moulsecoomb and Falmer in Brighton and in Eastbourne).

The incorporation of the Sussex and Kent Institute of Nursing and Midwifery into the University in 1994 further extended its geographic spread. The University seeks to be an accessible, dynamic and responsive community of higher education with special strengths in professional and vocational education, applied research and consultancy.

The University currently has 11,000 full-time and sandwich students and 5,000 part-time students studying across six faculties. There is a large School of Education offering courses at various levels; more information is available at www.brighton.ac.uk/education

The University of Sussex

The University of Sussex was the first of the new wave of universities founded in the 1960s, receiving its Royal Charter in August 1961. As we reach our 50th year, the University has become a leading teaching and research institution. We are ranked in the top 20 in the UK by the 2010 Guardian and Independent

university guides, and the Times Higher Education World University Rankings 2010 place us 8th in the UK, 16th in Europe, and 79th worldwide.

Sussex is a leading research university, as reflected in the 2008 Research Assessment Exercise. Over 90 per cent of Sussex research activity was rated as world leading, internationally excellent or internationally recognised, confirming the University among the leading 30 research universities in the UK. 18 subjects rank in the top 20 for research in the UK, across the arts, sciences and social sciences, with American studies ranked number 1 in the UK, politics number 2, and art history number 3. Our new research themes are providing interdisciplinary approaches to tackling real world issues. Our goal in the future Research Excellence Framework is to have our research rated as 'ground-breaking' and 'exceptional'. www.sussex.ac.uk/research_

The University of Sussex has over 10,000 students, of which almost 3,000 are postgraduates. Creative thinking, pedagogic diversity, intellectual challenge and interdisciplinarity have always been fundamental to a Sussex education. Sussex has developed a reputation for innovation and inspiration, and attracts leading thinkers and researchers to our thirteen Schools of Studies across the arts, sciences and social sciences. We have counted three Nobel Prize winners, 14 Fellows of the Royal Society, six Fellows of the British Academy and a winner of the prestigious Crafoord Prize on our faculty.

Brighton and Sussex University Hospitals NHS Trust

BSUHT was established on 1st April 2002 from the amalgamation of Brighton Health Care NHS Trust and Mid Sussex NHS Trust. The primary purpose of the BSHUT is:

'To provide fast, convenient and clinically effective hospital-based care to meet the needs of the people of the City of Brighton and Hove, Mid Sussex and the Ouse Valley and to provide specialised services to a wider population.'

Brighton and Sussex University Hospitals NHS Trust provides district general hospital services to the local population of some 460,000. It also provides a range of specialist services, including cancer services, neurosciences, cardiac surgery, renal services and intensive care for adults, children and newborn babies, to a population of approximately 1,000,000. The paediatric surgery department covers about 1.5 million population area and runs out-reach clinics in other hospitals around Sussex.

There are five hospitals within BSUHT with a total of 1,140 in-patient beds:

- Royal Sussex County Hospital, Brighton
- Royal Alexandra Hospital for Sick Children, Brighton
- Sussex Eye Hospital, Brighton
- Princess Royal Hospital, Haywards Heath
- Hurstwood Park Neurosciences Centre, Haywards Heath

Brighton & Hove

Located just a few minutes away from Universities' Falmer campuses, the City of Brighton & Hove has a long history as a fashionable holiday resort and still attracts visitors for the sea, the beach, the Regency architecture, the Royal Pavilion and the two piers. Alongside all its traditional attractions Brighton & Hove enjoys a wide choice of restaurants, shops, pubs and a revamped beachfront. The new city by the sea is easy-going, eccentric and cosmopolitan and it's lively all year round.

The Local Health Economy

The natural catchment area of the Brighton & Sussex Medical School has a population in excess of 1.5 million and growing. It has above average prosperity, but with significant areas of social and health deprivation along the coast, and particular health needs such as HIV/AIDS in Brighton and issues associated

with a large aged population. The local area is part of the Surrey and Sussex Strategic Health Authority, and it has three distinct areas; West Sussex, Brighton & Hove and East Sussex.

East Sussex has a population of around 500,000. It contains four Primary Care Trusts (Bexhill & Rother, Hastings & St. Leonards, Eastbourne Downs and Sussex Downs & Weald). Local people are also served by the East Sussex Hospitals NHS Trust (based in Eastbourne and Hastings) and East Sussex County Healthcare NHS Trust who provide specialist mental health and learning disability services. The East Sussex PCTs spend around £400m per year on health care.

West Sussex is one of the largest counties in England and home to 750,000 people. The county has one of the highest proportions of people aged 65 and over in the UK and this is particularly marked along the South Coast. In contrast there are relatively high proportion of children around the towns of Horsham and Crawley. It has five Primary Care Trusts (Western Sussex, Arun, Adur & Worthing, Horsham & Chanctonbury, Crawley and Mid Sussex) and their combined annual expenditure is around £600m. Hospital services in West Sussex are provided by the Western Sussex Hospitals NHS Trust, Surrey & Sussex in Crawley and Redhill and the Brighton and Sussex University Hospitals NHS Trust. Mental health and learning disability services are provided by the West Sussex Health & Social Care Trust.

The City of Brighton & Hove has a population of around 260,000 people. It is covered by the Brighton & Hove Primary Care Trust and is also served by South Downs NHS Trust (mental health, learning disability, community, children's and rehabilitation services) and Brighton & Sussex University Hospitals Trust. This has sites in both Brighton and Hove and at Haywards Heath in West Sussex.

Salary and conditions of service

A full set of terms and conditions will be given to the successful candidate, together with the most important policies which affect staff. The principal terms and conditions are as follows:

- The appointment is subject to satisfactory health clearance. The successful candidate will be required to complete a health questionnaire and may be required to undertake a medical examination before appointment.
- The post-holder will be remunerated according to the current UCEA clinical professorial scale for staff holding honorary consultant contracts (£74,504 to £100,446 per annum). Salary is payable on the last banking day of each month (the exception being December) by transfer to a bank or building society account. Deductions in respect of income tax and National Insurance contributions will be made from salary at the statutory rates.
- The length of paid holidays is not less than 30 days per annum, inclusive of 6 University closure days. Holidays are normally taken during University vacations and by arrangement with the Head of Division, in the light of academic and management requirements, and with the Clinical Lead in respect of clinical duties.
- The occupational pension scheme offered is the University's Superannuation Scheme (USS). Alternatively, individuals who are already members of the Federated Superannuation System for Universities or the National Health Service Superannuation Scheme may, if they are still eligible, remain in such membership.

The Appointment Process

An initial selection of candidates will be made on the basis of written applications against the criteria outlined above.

NB For purposes relating to the Data Protection Act applicants are asked to complete and sign a Clinical Academic application form, and forward this document along with their written application.

Applicants are invited to submit a curriculum vitae, with supporting statement (as described below), and to nominate three referees (names, positions and addresses) who are able to comment on the applicant's suitability for the position. One of these referees should be the applicant's current employer.

Curriculum vitae

Curriculum vitae should contain at least the following details:

Personal details

Name, date of birth, home and office addresses including telephone numbers and (if possible) email addresses, any requirement to apply for a work permit;

Higher education

Name of institution(s) and dates attended, full or part-time attendance, subjects studied, qualifications obtained;

Institutional or professional membership

Involvement, institution(s) and date of admission, and positions of responsibility;

Employment history

Employment history should be in chronological order. If periods of employment are not consecutive it would be helpful if details of activity in the intervening period could be included even if these have been covered in other sections e.g. periods of full-time study.

Research / consultancy

Interests and outcomes including publications and research funding obtained within the last five years. Please include details of the funding body, the duration of the research grant and the title of the project.

Teaching experience

Experience of teaching undertaken within the last five years including the titles and levels of the courses taught and the institutions these were taught at. Experience of postgraduate research students supervised including the number of students and their degree outcome.

Bibliography

This should list in separate sections:

- (a) papers published in peer-reviewed journals;
- (b) review articles and invited submissions;
- (c) books and book chapters;
- (d) scientific correspondence;
- (e) patents awarded or applied for;

Details of abstracts or conference proceedings are not required.

Your five most notable publications should be marked with an asterisk.

Supporting Statement

In a supporting statement of not more than 1 page applicants should relate their previous experience to the post of Professor of Nephrology of the Medical School.

Administrative details

Any additional information we should be aware of in relation to your application should be supplied by letter.

Visits and further information

Shortlisted candidates will be provided with further information and afforded opportunities to visit the Universities and the Trust to meet a range of key people involved with, and who have a specific interest in the development of the Medical School and the appointment of the Professor of Nephrology.

Submission of applications

Applicants wishing to discuss the position informally should contact:

Professor Jon Cohen, Dean of the Medical School (tel: +44 (0) 1273 877577) or j.cohen@bsms.ac.uk

Or

Prof Kevin Davies, Professor of Medicine (tel: + 44 (0)1273 533310) or k.a.davies@bsms.ac.uk

Or

Dr Edward Kingdon, Lead Clinician, Renal medicine, BSUHT (tel: + 44 (0)1273 696955 Extn 7469) or Edward.Kingdon@bsuh.nhs.uk

Or

Dr Lawrence Goldberg, Chief of Specialised Services, BSUHT (tel: +44 (0) 1273 696955 Extn: 7885 or 4378) Lawrence.Goldberg@bsuh.nhs.uk

Applications should reach the University of Sussex by midnight on 25 November 2011 and should be addressed to Mrs Debbie Frogley. All other enquiries should be addressed the Human Resources Division Services Department which can be contacted by telephone on 01273 678706 or facsimile 01273 877401

ENCLOSURES (Available from Human Resources on request)

- A BSMS Undergraduate Prospectus
- B Undergraduate Prospectuses of the University of Brighton and University of Sussex
- C BSMS Organisational Structure Charts
- D Brighton and Sussex University Hospitals NHS Trust – Guide to Clinical Services
- E Recruitment monitoring and information proforma

USEFUL WEBSITES

Brighton and Sussex University Hospitals NHS Trust
University of Brighton
University of Sussex
Brighton and Sussex Medical School

<http://www.bsuh.nhs.uk>
<http://www.brighton.ac.uk>
<http://www.sussex.ac.uk>
<http://www.bsms.ac.uk>