Department of Medical Education

Lecturer in Medical Education

Permanent, full time

Salary range: starting at £39,324 and rising to £46,924 per annum

Expected Interview Date: 19 January 2017

Expected start date: as soon as possible

Applications are invited for the post of Lecturer in Medical Education with particular emphasis on Research Methods at Brighton and Sussex Medical School (BSMS). The post holder will work within the Division of Medical Education and alongside clinicians and academic faculty in the delivery, and support of the postgraduate programmes at BSMS. The Division has a growing portfolio of multidisciplinary postgraduate programmes, including several newly validated clinical MScs and an M Res in Medical Research. This post has been created to support our postgraduate students, Academic Clinical Fellows and their supervisors in the development and execution of their research dissertations in a wide range of clinical areas.

Brighton & Sussex Medical School is a joint venture between the Universities of Brighton and Sussex and received its first medical students in 2003. Since then it has proved to be exceptionally popular and in recent admissions rounds has continued to achieve one of the highest application rates of any UK medical school. The Division of Medical Education was formed in 2012

Interested candidates are encouraged to discuss the position informally with Professor Gordon Ferns on G.Ferns@bsms.ac.uk (via Sue Brown on 01273 644743) or Mr John Anderson J.Anderson@bsms.ac.uk (01273 644743)

Closing date for applications: 3 January 2017

For full details and how to apply see:

www.sussex.ac.uk/jobs  www.brighton.ac.uk/jobs  www.bsms.ac.uk

The Universities are committed to equality and valuing diversity, and applications are particularly welcomed from women and black and minority ethnic candidates, who are under-represented in academic posts in science, mathematics, medicine and engineering at Sussex and Brighton.
Role Description
Lecturer B is a career-grade teaching and research position. Post-holders will be expected to take full responsibility for the design, management and delivery of their own teaching, be able to demonstrate an established research portfolio, and a growing reputation in their field of study. They will also be expected to provide support and guidance to less experienced members of staff.

PRINCIPAL ACCOUNTABILITIES

1. To design and deliver high-quality teaching programmes that are attractive to students.

2. To engage in individual and collaborative research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence, and to obtain research funding and/or knowledge exchange income as appropriate to the discipline.

3. To contribute fully to the School and University by playing a significant role in working groups, committees, and other School and University activities.

Key Responsibilities:

Teaching & Student Support

- Engage in the planning, delivery and assessment of innovative high-quality undergraduate and postgraduate teaching, in liaison with the relevant programme and course convenors.

- Identify, design, develop and manage new curriculum proposals that are attractive to students.

- Develop high-quality inclusive teaching materials, methods and approaches, take responsibility for their quality, and ensure that they meet defined learning objectives.
- Ensure that teaching materials remain up-to-date and relevant, incorporating advances in the subject area into the course of study, and utilising appropriate technology.

- Set, mark, and assess coursework and examinations; select appropriate assessment instruments and assessment criteria, and provide constructive and comprehensive feedback to students.

- Undertake continuous professional development to maintain an understanding of appropriate pedagogy in the subject area.

- Supervise the work of undergraduate and taught postgraduate students, providing advice on study skills.

- Contribute to the accreditation of courses and quality-control processes.

- Undertake and complete administrative duties required in the professional delivery of teaching.

- Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.

- Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

**Research, Scholarship & Enterprise**

- Contribute to School research strategy and themes.

- Develop research objectives and proposals for own or joint research.

- Conduct research projects individually and in collaboration with others.

- Assess, interpret and evaluate outcomes of research, and develop ideas for their application.

- Produce high-quality research outputs that have impact in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and contribute to the School’s REF submission at acceptable levels of volume and academic excellence.

- Lead small research projects and/or identified parts of a larger project, including supervising the work of others and managing or monitoring a research budget, if appropriate.

- Make presentations at conferences, or exhibit work in other appropriate events, and identify ways to disseminate research outputs informally via the internet, the media, and other forms of public engagement.

- Identify sources of funding and secure or contribute to the process of securing bids.

- Identify and secure opportunities for enterprise activity, knowledge exchange income and/or consultancy.

- Actively build internal and external contacts, and play a key role in internal networks and relevant external networks in order to, for example, identify sources of funding, secure student placements, and build relationships for future activities.

- Supervise doctoral students as part of a supervision team.

- Contribute to a relevant national professional body or recognised events.

- Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.
• Conduct risk assessments, and take responsibility for the health and safety of others, if required.

Contribution to School & University

• Attend and contribute to School meetings.

• Engage in activities beyond day-to-day teaching duties, for example Admissions Days.

• Assist with undergraduate and postgraduate recruitment.

• Play a key role in School or University working groups or committees, as required.

• Advise and provide support to less experienced colleagues.

• Undertake additional administrative duties, as required by the Head of School.

Role-specific duties

The post-holder will work to plan and deliver research methods teaching and support students in the planning of their dissertation projects along with other members of the faculty. This will involve:

• Leading and Contributing to the delivery of the modules on Research Methods and Critical Appraisal (MDM 10), Evidence-Based Practice (MDM34), Advanced Research Skills (MDM141), Essential Statistics in Health and Medical Research (MDM66) and other modules and programmes that are appropriate as agreed with the Head of Division.

• Leading and developing the MRes (Medical Research) programme.

• Contributing to the dissertation programme, including support for supervisors within BSMS and its partner organisations.

• Developing an area of personal research that aligns with the research priorities of DME and is distinguished by an existing portfolio of high quality publications and successful grant applications.

• Supporting staff in the planning and conduct of their personal research in Medical Education and in Clinical areas.

• With respect to the pedagogic aspects of the role, the successful appointee will be expected to work with colleagues to deliver exciting, relevant programmes using a range of modalities, including e-learning.

• Enhancing the institutional reputation of the school.

• Commitment to medical education research.

• To act as course lead for the MRes in Medical Research. To plan and deliver research methods teaching, provide support to students in the planning of dissertation projects and to work towards raising the profile of the course to a wider audience. To develop collaborative/individual research activity resulting in high quality publications to be submitted to REF.

• This post has been created to take a lead in the planning and delivery of research methods teaching within the Division of Medical Education. The appointee will lead the newly validated MRes in Medical Research and work to increase student numbers.

• Leading and developing the MRes (Medical Research) programme.
• Contributing to the provision of mentoring for students as they prepare for their dissertation.

• Contributing to the development and delivery of new courses within DME and BSMS.

• Providing day to day support, mentorship and supervision for students undertaking the Masters programmes in a diverse range of research areas.

• Membership of the dissertation panel where decisions on dissertation design and suitability are considered.

• Supporting part-time students, recognising the significant challenges this presents.

This Job Description sets out current duties of the post that may vary from time to time without changing the general character of the post or level of responsibility entailed.

**INDICATIVE PERFORMANCE CRITERIA**

• A record of development of new modules/groups of modules, course or significant components of schemes of study or CPD courses.

• Proven and sustained track record of successful teaching at the levels appropriate for the post.

• A high standard of teaching performance as judged by standard evaluation methods.

• Evidence of using feedback information from a range of sources to improve the student experience.

• Evidence of using knowledge arising from research and scholarship to enhance teaching and curriculum development.

• Evidence of engagement in advising students and proactively responding to student problems.

• Regular published output of original research at international level (refereed journal papers, monographs, book chapters, text-books).

• Other evidence of original research contributions to the field, such as through invited conference contributions, membership of editorial panels etc.

• Evidence of successful postgraduate masters and doctoral research supervision i.e. to completion.

• Sustained success in obtaining competitively awarded research grants and contracts, and knowledge exchange income.

• Involvement in the creation, transfer and use of the results of research through a range of knowledge exchange activities.

• Success in transferring research results to commercial, professional, public sector or other practical use.

• Evidence of contributions to a relevant national professional body or recognised event.
PERSON SPECIFICATION

ESSENTIAL CRITERIA

- Normally educated to doctoral level, or other equivalent qualification, or appropriate level of experience, as appropriate to the discipline (see role-specific criteria below).

- Excellent interpersonal skills, with the ability to engage with students using a variety of different methods.

- Experience of teaching at undergraduate and taught postgraduate level.

- Evidence of significant independent contribution to the design and execution of research.

- An emerging track record of publications in reputable journals and other appropriate media of similar standing.

- Excellent presentation skills, with the ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.

- Ability to work individually on own initiative and without close supervision, and as part of a team.

- Ability to exercise a degree of innovation and creative problem-solving.

- Excellent organisational and administrative skills.

- Ability to prioritise and meet deadlines.

- A willingness to participate in support activities beyond normal classroom duties.

- Excellent IT skills, with the ability to produce high-quality learning support materials.

ESSENTIAL ROLE-SPECIFIC CRITERIA

- Ability to contribute to development and delivery of potential new postgraduate teaching programmes at BSMS.

- Ability to lead, coordinate and manage the Division's approach to Research Methods teaching for the MSc and MRes portfolio.

- Postgraduate degree at Doctorate level, with evidence of peer-reviewed publications in applicant’s specialty/discipline.

- Evidence of grant income to support research.

- Tertiary education experience in teaching, learning and assessment with understanding of appropriate pedagogy.

DESIRABLE CRITERIA

- Experience of successful curriculum design or re-design.

- A recognised higher education teaching qualification.

- Experience of generating research or knowledge exchange income.

- Experience of supervising postgraduate research students.
Senior leadership and management

The Vice-Chancellor is the senior academic officer and, as Chief Executive, is responsible to the University Council for management of the University. He is supported by an executive group which includes the three Pro-Vice-Chancellors, the Registrar and Secretary, the Director of Finance and the Director of Human Resources. The Heads of the Schools of Studies at Sussex report to the Pro-Vice-Chancellors.

The Registrar and Secretary heads the Professional Services of the University. In addition, under the University Statutes, the Registrar and Secretary is Secretary to the University Council. The Director of Finance reports to the Vice-Chancellor. The Director of ITS reports to the Registrar and Secretary, and the Librarian reports to one of the Pro-Vice-Chancellors.

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 GMC: Standards of Promoting Excellence; 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 intake to undergraduate medicine of approximately 138 students. BSMS has proved exceptionally popular and has regularly achieved 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 employed, tailored to 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 amongst the top 10 performing schools in the country with scores of over 90%.

The research undertaken at BSMS aims to make a genuine contribution to the evidence and science underpinning clinical practice, and to benefit people and patients in their health and wellbeing. We expect our key domains of research strength to be recognised on the international stage and these are represented by the new departments of Global Health and Infection (including HIV and sexual health) and Neuroscience (including mental health and neurology). We have made significant investments in research infrastructure, including a world-class Clinical Imaging Sciences Centre (CISC) housing a 3T and 1.5T MRI and a PET-CT scanner and a Clinical Investigation & Research Unit (CIRU) dedicated to patient-orientated research and early clinical trials.

Following the appointment of Professor Malcolm Reed as Dean in December 2014, the Medical School has undergone a strategic review and is currently undergoing reorganisation into the following Departments which will be fully established for the academic year 2016/17:

Clinical and Experimental Medicine
Global Health and Infection
Neuroscience
Primary Care and Public Health
Medical Education
Administration. The Medical School’s Administration is led by the Medical School Secretary. The School's 60+ support staff offer support to a range of functions including curriculum development and delivery, admissions, library and IT, communications, student welfare, human resources, research and finance.

The Universities

The Universities of Brighton and Sussex have formed a highly effective and successful partnership that has resulted in the creation of this first new medical school in the South East region outside of London. Each institution has its own distinct culture and each is proud of its history and achievements but they have a long and successful history of collaboration.

Research and teaching

Both universities are committed to excellence in teaching and research. Sussex is a progressive university delivering innovative thought and action, with a worldwide reputation for excellence in research and discovery. Its distinctive approach leads to the development of high quality new research which crosses traditional boundaries, benefits and enriches society, and influences policy at international, regional and national levels. Sussex research has a positive impact on people’s lives. In the Times Higher Education World University Rankings 2016, Sussex was ranked 23rd in the UK and 140th in the world for research influence.

The results of the government-commissioned Research Excellence Framework (REF) in 2014 show that over 75% of research activity at Sussex is categorised as ‘world leading’ (4*, 28%) or ‘internationally excellent’ (3*, 48%) in terms of originality, significance and rigour, whilst 98% of research activity at Sussex is categorised as either ‘world-leading’, ‘internationally excellent’ or ‘internationally recognised’.

The University of Brighton has a long and distinguished history of applied research. This serves to sustain and nourish its mission to help form professional and vocational careers. Ultimately, the university aims to transform the lives and experiences of people and their environments with research that matters. In the REF2014, 92% of its research was judged to be world-leading or internationally excellent in terms of the impact it makes, putting it in the top 25% for the sector. 38% of the university’s work in the Health Sciences was rated as world-leading.

BSMS made a major contribution to its host universities’ submissions in the most recent Research Excellence Framework (REF2014). The majority of BSMS staff submitted contributed to Psychology, Psychiatry and Neuroscience, and Biological Sciences at the University of Sussex, both ranked 10th, or the joint submission with the University of Brighton (Allied Health Professionals, Dentistry, Nursing and Pharmacy – ranked 27th). A smaller number of academics were submitted with Sociology and English at Sussex.

Brighton & Sussex University Hospitals NHS Trust

Brighton and Sussex University Hospitals (BSUH) is the regional teaching hospital working across two sites: the Royal Sussex County Hospital in Brighton and the Princess Royal Hospital in Haywards Heath. The Brighton campus includes the Royal Alexandra Children’s Hospital and the Sussex Eye Hospital, and the Haywards Heath campus includes the Hurstwood Park Regional Centre for Neurosciences.

In May 2014 the UK Government agreed the release of £420m to redevelop the Royal Sussex County Hospital site. The plans will see the site’s 19th century buildings replaced with new, modern facilities for the delivery of healthcare, for teaching and for research.

Revised August 2016 (PP-D)