Department of Clinical and Experimental Medicine

Senior Lecturer in Cancer Research (non-clinical)

Full time, Permanent

Salary range: starting at £48,327 and rising to £55,998 per annum

Expected start date: to be confirmed

Applications are invited for the post of Senior Lecturer in Cancer Research (non-clinical) at Brighton and Sussex Medical School (BSMS).

The successful applicant will be a scientist with a substantial background in the field of cancer research, specifically haemat-oncology. The post is part of the continuing academic development in clinical and basic Cancer Medicine at BSMS and BSUHT, and would be based in the Medical Research Building (MRB) at BSMS, University of Sussex campus. We are seeking a candidate with a research track record in translational haematological cancer, with a particular focus on lymphocyte biology to take advantage of existing synergies at BSMS.

This is a major element in the developing research strategy of the School, reflecting our interest in basic and applied sciences and clinical trials. The School and Trust have invested heavily in the infrastructure required, and has newly-built laboratory accommodation, a fully-functional and well-staffed CRF, modern imaging sciences centre, and recently-formed CTU, as well as SHORE-C, an international centre in psycho-oncology. Clinically the local unit provides services to a wide catchment in the region, including the provision of specialist services in both medical and clinical oncology across a range of different cancer types.

The Senior Lecturer will primarily provide support for the development of our research portfolio in Cancer Research, working in partnership with the newly-appointed Chair in this area. Contribution to teaching in the highly successful BMBS course is also a component of this post. The appointee would also be expected to be actively involved in teaching within his/her area of specific expertise.

For informal enquiries about this post please contact Professor Kevin Davies, Chair of Medicine (medicineAnatomyDA@bsms.ac.uk), or Dr Timothy Chevassut (t.chevassut@bsms.ac.uk) at Brighton and Sussex Medical School by email or via telephone (01273 877890).

Closing date for applications: 30 November 2016

For full details and how to apply visit:

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.
Purpose of the post:

Senior Lecturer is a senior career-grade teaching and research position. Post-holders will be expected to show academic leadership in both teaching and research, and to support the management and strategic planning processes of the School and the University.

From an academic perspective, this post will be based in the Department of Clinical and Experimental Medicine at BSMS. Cancer represents a major strategic priority for BSMS reflecting our interest in basic and applied sciences and clinical trials. The successful candidate will already be an established research scientist in the field of haematology-oncology with previous experience of high level publication and PhD student supervision. Moreover, it is anticipated the individual will work closely with, and have overlapping research interests to, the newly appointed BSMS Chair of Cancer Research that is currently being recruited to. They should have a proven track record in translational cancer research and should expect to be independently returnable at the next REF submission. They would also be expected to help shape the future development of cancer research at Sussex University in accordance with the BSMS research strategy and to facilitate a good research environment, for instance via participation in the HTA Governance Group.

The school and our partner Trust have invested heavily in the infrastructure required, and has newly-built laboratory accommodation. The BSMS Medical Research Building is a state-of-the-art laboratory facility that houses a number of successful research groups with interests in lymphoid cancer and immunology. These include Dr Timothy Chevassut, Senior Lecturer and Director of the Brighton Bone Marrow Tissue Bank, Professor Florian Kern, Chair of Immunology and international expert in flow cytometry, Drs Martin Llewelyn and Simon Waddell, researchers in infectious disease and genomic medicine, Professor Juan-Pablo Couso and Dr Sarah Newbury, drosophila researchers with interest in miRNA and cancer, and Professor Pietro Ghezzi and Drs Sacre and Mullen, experts in cytokine biology.

BSMS and partners have also invested in a number of cancer facilities including the Clinical Investigation and Research Unit (CIRU) and the Clinical Imaging Sciences Centre (CISC), and have made plans for clinical research facilities to be incorporated into the 3T-redevelopment programme of the Royal Sussex County Hospital. The Sussex Health Outcomes Research & Education in Cancer (SHORE-C), led by Professor Dame Lesley Fallowfield, is an internationally renowned Psycho-Oncology Research unit. The Cancer Translation Advisory Group (CTAG), chaired by Dr Chevassut, and the Brighton and Sussex Cancer Research Network, led by Dr Newbury, have been formed recently to promote cancer research at BSMS and collaboration with other groups at partner institutions. The Medical School has a fully-functional and well-staffed CRF, modern imaging sciences centre, and recently-formed CTU, as well as SHORE-C, an international centre in psycho-oncology.
Clinically the local unit provides services to a wide catchment in the region, including the provision of specialist services in clinical haematology and oncology across a range of different cancer types. The University of Sussex (Life Sciences) has an international reputation in the area of basic cancer biology (Professor Laurence Pearl) and includes the Genome Damage and Stability Centre (Professor Tony Carr).

There are a number of BSMS investigators with cognate interests in cell and cytokine biology, and it would be anticipated that the post-holder would develop significant research collaborations with these groups. The Senior Lecturer will primarily provide support for the development of our research portfolio in Cancer Medicine, working in partnership with the newly-appointed Chair in this area. Contribution to teaching in the highly successful BMBS course is also a component of this post. The appointee would also be expected to be involved in teaching and supervision of post-graduate students within his/her area of specific expertise.

**PRINCIPAL ACCOUNTABILITIES**

1. To provide academic leadership in the design and delivery of high-quality teaching programmes.

2. To engage in high-quality research activity resulting in high-quality publications to be submitted to the REF at acceptable levels of volume and academic excellence; to lead research projects or research initiatives in the School; to secure research funding and third-stream income; and to contribute to the School’s research strategy.

3. To support the management activities of the School and University, and undertake a key role in School or University working groups or committees, as required.

**KEY RESPONSIBILITIES**

1. **Teaching & Student Support**

   1.1 Lead the innovative design, development and delivery of a range of programmes of study at various levels.

   1.2 Ensure that course design and delivery comply with the University quality standard and regulations, and take responsibility for the quality of programme units.

   1.3 Regularly review and update course content and teaching materials, ensuring that they remain up-to-date and relevant, incorporating advances in the subject area and utilising appropriate technology.

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

   1.5 Actively maintain an understanding of appropriate pedagogy in the subject area.

   1.6 Provide academic leadership to those working within programme areas, e.g. as a course leader.

   1.7 Supervise taught postgraduate students, providing advice on study skills.

   1.8 Undertake and complete administrative duties required in the professional delivery of teaching.
1.9 Undertake academic advising duties, and provide first-line support for sensitive issues, referring on as appropriate to services providing further assistance.

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

2. **Research, Scholarship & Enterprise**

2.1 Contribute to the development of School research strategies and themes.

2.2 Identify and develop research objectives, and proposals for own or joint research.

2.3 Carry out independent research and act as a Principal Investigator or project leader on major research projects. This may involve leading and line-managing the staff including their recruitment, probation, mentoring, performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme.

2.4 Define research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.

2.5 Develop proposals for major research projects which will make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.

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

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

2.8 Develop and maintain an independent research reputation by, for example, serving on peer review committees, and acting as a referee for journal articles and research grant applications.

2.9 Contribute to the internal management of the REF assessment exercise.

2.10 Provide academic leadership to those working within relevant research areas.

2.11 Play an influential role in identifying sources of funding and secure and/or contribute to the process of securing bids.

2.12 Play a leading role in identifying and securing opportunities for enterprise activity, knowledge exchange income and/or consultancy.

2.13 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.

2.14 Develop links with external contacts such as other educational bodies, businesses, the public sector, and professional bodies to foster collaboration and potentially generate a source of income.

2.15 Play a role in a relevant national professional body or recognised events.
2.16 Continually update knowledge and understanding in field or specialism, and engage in continuous professional development.

2.17 Conduct risk assessments and take responsibility for the health and safety of others, if required.

3. **Contribution to School & University**

3.1 Attend and contribute to School meetings.

3.2 Contribute to the overall management of the School in areas such as budget management and business planning, as required.

3.3 Contribute to School-level strategic planning, and University-level strategic planning processes if required.

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

3.5 Assist with undergraduate and postgraduate recruitment.

3.6 Chair and/or play a key role in School or University working groups or committees, as required.

3.7 Undertake an administrative or organisational role within the School e.g. Library Representative, Exam Board Chair, or personal/academic tutoring.

3.8 Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, as required.

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

4. **Role-specific duties**

4.1 Work with the new Chair in the Department to develop effective collaborations with clinical units and basic science laboratories within the region and more widely to optimise performance and potential to obtain dedicated grant funding and additional support (eg through NIHR/LCRN channels).

4.2 Work with the new Chair in the Department to explore the potential for joint working with colleagues within Life Science at the University of Sussex and departments with cognate interests within the University of Brighton.

4.3 Work closely with clinical haematologists at BSMS and BSUHT to prosecute a programme of research that is primarily of a clinical translational nature.

4.4 Contribute actively to the development of internal research synergies with the BSMS Medical Research Building and supervise students at undergraduate and graduate level including MD/PhDs and fellows.

4.5 There would also be an opportunity for a candidate with appropriate expertise to contribute to the management of research-related HTA activities, the development of a tissue bank and associated governance matters.

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**

- Evidence of novel or innovative approaches to teaching supervision or assessment, including appropriate uses of technology.

- Sustained high-quality teaching across both undergraduate and postgraduate portfolios, as evidenced by surveys, questionnaires and peer review.

- Evidence of the integration of research, scholarship and professional practice with teaching activities.

- Regular published output of original research, with a significant proportion at international level (referred journal papers, monographs, book chapters, text books).

- Responsible for leading and managing a major research group.

- Sustained success in obtaining competitively awarded research and knowledge exchange grants and contracts, with evidence of leadership in securing such awards (for example, as Principal Investigator).

- A successful track record of completed postgraduate research supervision at MPhil and DPhil level.

- Significant involvement in knowledge creation and transfer in conjunction with partner organisations in industry, commerce, government or NGOs. This could be in the form of externally funded research, knowledge exchange and/or consultancy.

- Evidence of external profile, such as membership of professional body, editorial board or similar.

- Successful prosecution of a major task which facilitates School or organisational unit performance or business.

- Evidence of a capacity to contribute creatively and constructively to the management of School business.

- Evidence of successful management of more junior and/or support staff where such opportunities exist.

- Responsible and effective involvement in the broader arena of the School and/or University including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues.

**PERSON SPECIFICATION**

**ESSENTIAL CRITERIA**

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

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

3. Significant experience of high-quality teaching at undergraduate and postgraduate level.

4. Experience of successful curriculum design or re-design.
5. Ability to lead and manage a major research programme.

6. Track record of significant and high-quality publications in reputable journals and other appropriate media of similar standing.

7. Successful track record of generating research and knowledge exchange income, and the translation of research results into practice.

8. Significant experience of supervising postgraduate students.

9. An emerging international reputation in the field of study.

10. Evidence of proactive contribution to School and/or University.

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

12. Leadership and people management skills.

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

14. Excellent organisational and administrative skills.

15. Ability to prioritise and meet deadlines.

16. A willingness to participate in support activities beyond normal teaching duties.

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

**Essential Role-Specific Criteria**

- Postgraduate degree at Doctorate level, or other equivalent qualification with evidence of peer-reviewed publications in the relevant research domain

- Evidence of grant income to support research

- Some Undergraduate and/or experience in teaching, learning and assessment with understanding of appropriate pedagogy

- Experience of supervision of laboratory-based doctoral students

- Experience of laboratory co-ordination and management

- Experience of working with human tissue and HTA regulation
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)