Department of Global Health & Infection and Department of Neuroscience
Clinical Professor (Honorary Consultant) in Global Mental Health
Permanent, part time 0.5 FTE
Salary: Clinical Academic Consultant pay scale from £76,001 to £102,465 per annum (basic salary) dependent on clinical seniority
Expected start date: as soon as possible

Applications are invited for Clinical Professor in Global Mental Health at Brighton and Sussex Medical School (BSMS). An honorary consultant contract will be sought from Sussex Partnership NHS Foundation Trust. It is open to suitably qualified specialists in Psychiatry at consultant level or specialist trainees that are within 6 months of obtaining clinical accreditation within their specialty, with an established academic track record in global mental health research.

From an academic perspective, this post will be based in the Wellcome Trust Brighton and Sussex Centre for Global Health Research and will work between the Departments of Global Health & Infection and the Department of Neuroscience. Established in Sept 2016, the new Departments of Global Health & Infection and Neuroscience have a major emphasis on developing their research programmes and in effective collaboration. The postholder will contribute to the development of an internationally competitive global mental health research programme, strengthening current work in non-communicable diseases in sub-Saharan Africa and bringing opportunities for new collaborations in global mental health within BSMS, with partners in the UK, and with partners in key low and middle income countries.

In order to maximise the value of the appointment, it is envisaged that the appointee will be an internationally competitive researcher with strong links with a research-active institution in one of the three countries (Cameroon, Ethiopia and Sudan) with which the Brighton & Sussex Wellcome Trust Centre for Global Health Research already has a partnership. Ideally, the appointee will also be equipped to strengthen cross-cutting research initiatives at BSMS such as work in Clinical Trials.

The appointed clinical academic will be expected to raise grant income and participate actively in the research endeavours of BSMS. The ongoing development of the school also requires appropriately qualified clinical academic staff to contribute to and develop the educational work of BSMS.

Brighton and 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.
Interested candidates are encouraged to discuss the position informally with Professor Melanie Newport m.newport@bsms.ac.uk, Director of the Centre for Global Health BSMS and Professor Hugo Critchley, Chair in Psychiatry, BSMS; h.critchley@bsms.ac.uk

Closing date for applications: 29 March 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.
Division/Unit: Department of Global Health & Infection and Department of Neuroscience

Locations: BSMS

Job title: Clinical Professor of Global Mental Health

Job reference: 1604

Grade: Consultant level Clinical Academic

Terms and Conditions: Clinical Academic/Honorary Consultant

The Post

The post is being offered by BSMS. It is open to suitably-qualified specialists in Psychiatry at consultant level or specialist trainees that are due shortly to receive clinical accreditation within their specialty with an established academic track record in Global Mental Health.

Clinical activities

There are no clinical activities in the UK associated with this part time post. No clinical work is planned in the UK; discussions will take place between the Sussex Partnership NHS Foundation Trust and the successful candidate to determine the nature of their honorary clinical contract. Additional academic affiliations can be agreed as appropriate with the successful candidate.

Academic activities

From an academic perspective, this post will be based in the Wellcome Trust Brighton and Sussex Centre for Global Health Research and will work between the Departments of Global Health & Infection and the Department of Neuroscience. Established in Sept 2016, the new Departments of Global Health & Infection and Neuroscience have a major emphasis on developing their research programmes and in effective collaboration. The postholder will contribute to the development of an internationally competitive global mental health research programme, strengthening current work in non-communicable diseases in sub-Saharan Africa and bringing opportunities for new collaborations in global mental health within BSMS, with partners in the UK, and with partners in key low and middle income countries. In order to maximise the value of the appointment, it is envisaged that the appointee will be an internationally competitive researcher with strong links with a research-active institution in one of the three countries (Cameroon, Ethiopia and Sudan) with which the Brighton & Sussex Wellcome Trust Centre for Global Health Research already has a partnership. Ideally, the appointee will also be equipped to strengthen cross-cutting research initiatives at BSMS such as work in Clinical Trials.
This a 0.5WTE clinical academic post attracting 5 Programmed Activities. It is envisaged that the postholder will spend much of their time in the field in Sub-Saharan Africa developing and running their research programmes, but will return to their BSMS base to contribute in research and educational activities.
Academic Accountabilities and Responsibilities

Within BSMS the post-holder will be responsible to the Heads of the Departments of Global Health & Infection and Neuroscience for the following:

Principal Accountabilities

- To engage in high-quality research activity resulting in high-quality publications to be submitted to the government-commissioned Research Excellence Framework (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.

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

- 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

Teaching & Student Support

- Lead the innovative design, development and delivery of a range of programmes of study at various levels within the fields of the candidate’s expertise.

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

- 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.

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

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

- Provide academic leadership to those working within programme areas, e.g. as a course leader.
Supervise taught postgraduate students, providing advice on study skills.

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 the development of the Medical School’s research strategies and themes.

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

- 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.

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

- 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.

- 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.

- 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.

- 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.

- Contribute to the internal management of the REF

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

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

- Play a leading role in identifying and securing 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.
- 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.

- Play a role in 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.
- Contribute to the overall management of the Medical School in areas such as budget management and business planning, as required.
- Contribute to School-level strategic planning, and University-level strategic planning processes if required.
- Engage in activities beyond day-to-day teaching duties, for example Admissions Days.
- Assist with undergraduate and postgraduate recruitment.
- Chair and/or play a key role in School or University working groups or committees, as required.
- Participate actively in Research Ethics and Governance processes eg as member of the BSMS Research Ethics and Governance Committee.
- Undertake an administrative or organisational role within the Medical School e.g., Exam Board Chair, or personal/academic tutoring.
- Advise and provide support to less experienced colleagues, and conduct Performance and Development Reviews, as required.
- Undertake additional administrative duties, as required by the Dean of BSMS.

Role Specific Duties

- Lead an international competitive research programme in Global Mental Health
- Strengthen current work in non-communicable diseases in sub-Saharan Africa, bringing opportunities for new collaborations in global mental health within BSMS, with partners in the UK, and with partners in key low and middle income countries.
- Development and maintenance of strong links with a research-active institution in one of the three countries (Cameroon, Ethiopia and Sudan) with which the Brighton & Sussex Wellcome Trust Centre for Global Health Research already has a partnership.

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). Suitable for REF submission.

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.

**Accountabilities & Responsibilities**

This a 0.5 FTE clinical academic post attracting 5 Programmed Activities. No clinical work is planned in the UK but detailed discussions will take place between the Sussex Partnership NHS Foundation Trust and the successful candidate to determine the nature of their honorary clinical contract. It is envisaged that the postholder will spend much of their time in the field in Sub-Saharan Africa developing and running their research programmes, but will return to their BSMS base to contribute in research and educational activities.
Provisional Timetable:

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This is an indicative programme and will be worked flexibly. During time at BSMS rather than in the field the postholder may work full-time with this being evened out over the year. Commitments will be agreed with the successful candidate. Appropriate secretarial support and office space will be provided to support the post holder’s academic commitments.

The postholder will develop of an internationally competitive global mental health research programme, strengthening current work in non-communicable diseases in sub-Saharan Africa and bringing opportunities for new collaborations in global mental health within BSMS, with partners in the UK, and with partners in key low and middle income countries.

The appointee will be an internationally competitive researcher with strong links with a research-active institution in one of the three countries (Cameroon, Ethiopia and Sudan) with which the Brighton & Sussex Wellcome Trust Centre for Global Health Research already has a partnership.

The successful candidate will be encouraged to utilise the full quota of study leave to pursue his/her continued medical education and will be required to register with the Royal College of Psychiatrists for CPD purposes and to assure his/her continued revalidation with Sussex Partnership NHS Foundation Trust and Registration with Licence to Practice with the GMC.

This job description sets out the duties of the post(s) at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.
PERSON SPECIFICATION

ESSENTIAL CRITERIA (BOTH ACADEMIC AND CLINICAL ACTIVITIES)

- Normally educated to doctoral level, or equivalent qualification, or appropriate level of experience, as appropriate to the role of Clinical Professor of Global Mental Health (see role-specific criteria below).

- Demonstrated success in developing, leading and delivering an internationally competitive programme of global mental research.

- Ability to lead and manage major research programmes.

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

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

- Excellent interpersonal skills, with the proven ability to engage with researchers and students.

- Experience of high-quality teaching at undergraduate and postgraduate level.

- Experience of successful supervision of postgraduate students.

- An emerging international reputation in global mental health.

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

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

- Leadership and people management skills.

- Ability to exercise a high 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 teaching duties.

- Excellent IT skills, with the ability to produce high-quality learning support materials.
ESSENTIAL ROLE-SPECIFIC CRITERIA (INCLUDING CLINICAL CRITERIA)

- Consultant/Senior trainee within 6 months of obtaining CTT in Psychiatry
- Primary UK medical qualification (or GMC recognised equivalent)
- Appropriate postgraduate medical qualification (e.g. MRCPsych or equivalent)
- Evidence of the integration of research, scholarship and professional practice with teaching activities.
- High volume of 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 MSc, MPhil and PhD 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 strong external profile, for example 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.
- Evidence of grant income to support research
- Undergraduate and postgraduate education experience in teaching, learning and assessment with understanding of appropriate pedagogy
- Satisfactory enhanced level Disclosure and Barring Service Check
- Sustained high-quality teaching across both undergraduate and postgraduate portfolios, as evidenced by surveys, questionnaires and peer review.
Evidence of novel or innovative approaches to teaching supervision or assessment, including appropriate uses of technology

DESIRAL CRITERIA

1. International reputation including high-quality publications in reputable journals, substantive success in competitive grant applications

2. A recognised higher education teaching qualification.

3. Experience of teaching at postgraduate level.
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 138 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. Led by the Medical Education Unit, there is a wide range of teaching and learning approaches 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 3 performing schools in the country with scores of over 90%. The BSMS 5 year strategic plan (2009 – 14) placed growth in research capacity as the number one priority. We have made significant investments in research infrastructure, including a world-class Clinical Imaging Sciences Centre (CISC) housing a 1.5T MRI and a PET-CT scanner and a Clinical Investigation & Research Unit (CIRU) dedicated to patient orientated research and early clinical trials. There has been a rapid increase in postgraduate research students and research income has more than doubled over the last five years.

Following the appointment of Professor Malcolm Reed as Dean in December 2014, the Medical School has undergone a strategic review and has reorganised into the following Departments for the academic year 2016/17:

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.

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 2014-15, Sussex was ranked 4th in the UK and 34th 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 who were 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.

BSUH was established on 1st April 2002 from the amalgamation of Brighton Health Care NHS Trust and Mid Sussex NHS Trust. The Trust’s ambition is:

... to become a leading teaching hospital in the UK. We will lead clinically and academically, treat the most difficult and complex causes and strive for excellence in our local services. We will achieve and maintain a position in the top 25% of hospitals for clinical outcomes, patient experience, staff morale, teaching and research.'
The catchment of BSUH includes residents of the City of Brighton and Hove, the Ouse Valley and Mid Sussex.

The City of Brighton and Hove is a busy commercial and industrial centre, as well as being a popular holiday resort. It has a strong academic presence with two universities; Sussex and Brighton. Inland from the city, the district is predominately rural with the South Downs countryside and Lewes, the county capital. Mid Sussex stretches northwards and includes the towns of Haywards Heath, Burgess Hill, Hassocks and Hurstpierpoint plus associated villages and rural areas.

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.

There are five hospitals within BSUH 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

BSUH is a very large public sector employer, with approximately 4,000 staff.

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.

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

For purposes relating to the Data Protection Act applicants are asked to complete and sign a 1) Clinical Academic application form

Applicants are also invited to submit a written application including: 2) curriculum vitae, 3) with supporting statement (as described below), and 4) 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, home and office addresses including telephone numbers and (if possible) email addresses;

**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 at which these were taught.

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:

**Supporting Statement**  
In a supporting statement of not more than 1 page applicants should relate their previous experience to the post of Clinical Senior Lecturer in Psychiatry

**Administrative details**  
Your application form should be attached to a written application to assist in administering the selection process. Any additional information we should be aware of in relation to your application should be supplied by covering letter.
Enclosures

a) BSMS undergraduate prospectus
b) Undergraduate prospectus of the University of Brighton and the University of Sussex;
c) BSMS Newsletter (most recent hard copy available on request)
d) Organisational structure charts for BSMS (available on request);
e) Brighton and Sussex University Hospitals NHS Trust – Guide to Clinical Services (available on request);
f) Recruitment monitoring and information pro forma (on application form).

Useful websites

BSMS http://www.bsms.ac.uk
BSUH http://www.bsuh.nhs.uk
University of Brighton http://www.brighton.ac.uk
University of Sussex http://www.sussex.ac.uk
University of Sussex (jobs) http://www.sussex.ac.uk/jobs

For further information about the City of Brighton and Hove and surrounding area
http://www.thisisbrighton.co.uk

Submission of applications

Interested candidates are encouraged to discuss the position informally with Professor Melanie Newport m.newport@bsms.ac.uk, Director of the Centre for Global Health BSMS and Professor Hugo Critchley, Chair in Psychiatry, BSMS; h.critchley@bsms.ac.uk

Application details and application forms are available from www.sussex.ac.uk/jobs or by request and should be returned to the Human Resources Division, Sussex House, University of Sussex, Falmer, Brighton, BN1 9RH. Tel 01273 678706, Fax 01273 877401, email bsmsrecruitment@sussex.ac.uk.

Details of all vacant posts can be found via the University websites: www.sussex.ac.uk/jobs
www.brighton.ac.uk/jo
bs www.bsms.ac.uk