Senior Clinical Lecturer in Rheumatology
School of Medicine, Medical Sciences and Nutrition

Closing date: 05 January 2019
Interview date: 31 January 2020
Reference number: IMS112A
The School of Medicine, Medical Sciences and Nutrition are intending to further enhance Rheumatology research in Aberdeen within its research programmes. The successful candidate will join the Aberdeen Centre for Arthritis and Musculoskeletal Health which has research strengths in the areas of Regenerative Medicine, Epidemiology and Health Services Research. An opportunity has arisen for a Senior Clinical Lecturer in Rheumatology, based within the Institute of Applied Health Sciences, with a strong research background in mechanistic research, observational studies or clinical trials, who wishes to pursue an academic career in the specialty to join the team at this exciting time.

Funded jointly by the University and NHS Grampian, this substantive post is aimed at individuals at Consultant level within Rheumatology. The appointee will be accorded NHS Honorary Consultant status as appropriate and will contribute to the clinical work of the NHS Department.

The appointee, who will be based within the epidemiology research programme. Is expected to develop a portfolio of translational research which complements existing areas of strength within ACAMH. She/he will also participate as appropriate in teaching programmes at both undergraduate (MBChB programme) and postgraduate levels.
Job description

Key responsibilities:

Research and Teaching

There are exciting opportunities in rheumatology research in Aberdeen within the area of mechanistic studies, epidemiology and clinical trials. The focus of the work of ACAMH (https://www.abdn.ac.uk/acamh) is on pain and fatigue in rheumatic disease, spondyloarthritis and rare diseases. Our current grant income is over £7million including work funded by Arthritis Research UK, the Chief Scientist’s Office, National Institute for Health Research and the Medical Research Council. We are key members of the Arthritis Research UK/Medical Research Council Centre for Musculoskeletal Health and Work and the Arthritis Research UK Centre of Excellence in Tissue Engineering. We host the British Society for Rheumatology Disease Registers in axial spondyloarthritis and psoriatic arthritis. We are a EULAR Centre of Excellence in Rheumatology.

The post holder will

- Develop a portfolio of Rheumatology research which complements existing areas of strength within the applied health sciences
- Contribute to Rheumatology teaching in the undergraduate MBChB programme.
- Contribute to the teaching at post graduate level.
- Provide clinical input to epidemiology studies, registers and trials conducted within ACAMH
- Provide leadership within the area of Rheumatology.

Clinical/NHS Grampian Component

A job plan will be agreed between the appointee, the Head of the School of Medicine and Dentistry and the Unit Clinical Lead. The job plan will consist of a total of 11 PAs, distributed between University (5 + 1 PAs) and NHS commitments (5 PAs).

On a 5 programme activities basis, the Appointee shall provide consultant level input to the Department of Rheumatology within NHS Grampian. In particular the Appointee shall:

- Provide support and on-going training, education, and professional development (CPD) for health board staff in Rheumatology.
- See unselected new patient and return referrals and (if applicable) a clinic in a specialist area
- Provide leadership and innovation to the clinical service
- Participate in the training of Specialist Registrars/Trainees in Rheumatology.
- Participate in appropriate research activities.
- Assume responsibility for specific projects as agreed by the Unit Clinical Lead within the context of an annual job plan.
Candidate background

We are looking for a motivated clinician to join our team.

The ideal candidate would possess the following attributes

- It is **required** that applicants have completed CCT or equivalent in Rheumatology, plus registration on the Specialist Register of the GMC. Alternatively, they may be eligible if within 3-6 months of the award of CST on the date of interview.
- Clinical experience in General Rheumatology and specific experience in relevant areas to the research of ACAMH
- Extensive research experience with a research degree (PhD) or in the final stages of its completion.
- Successful track record of publication output.
- Experience of undergraduate and postgraduate teaching, with the ability to relate to colleagues and patients.
- Experience in supervision of junior staff.
- Sophisticated communication skills, both oral and written, and able to work effectively within multi-disciplinary teams.
- Ability to demonstrate participation in service development activity.

Terms of appointment

Salary will be at the appropriate point on the salary scale for Staff Honorary Consultant Contracts salary scale £80,653-£107,170 per annum) with placement according to qualifications and experience.

Any appointment will be made subject to satisfactory references and a 3 year probation period.

For further information on various staff benefits and policies please visit [www.abdn.ac.uk/staffnet/working-here](http://www.abdn.ac.uk/staffnet/working-here)

We offer a package of attractive terms and conditions, optional benefits and special offers, including flexible working opportunities and other family friendly policies.

Should you require a visa to undertake paid employment in the UK you will be required to fulfill the minimum points criteria to be granted a Certificate of Sponsorship and Tier 2 visa. As appropriate, at the time an offer of appointment is made you will be asked to demonstrate that you fulfil the criteria in respect of financial maintenance and competency in English. Please do not hesitate to contact Mr Grant Rae, Human Resources Adviser (g.rae@abdn.ac.uk), for further information on this.

It is the policy of the University, in line with the Protection of Vulnerable Groups (Scotland) Act 2007, that the postholder is a member of the Protection of Vulnerable Groups Scheme. Any offer of employment will be conditional on a satisfactory Protection of Vulnerable Groups Scheme Record check being received.
### Person specification

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<th><strong>Education/Qualifications</strong></th>
<th><strong>Essential</strong></th>
<th><strong>Desirable</strong></th>
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<tr>
<td>Academic, technical and professional education and training</td>
<td>- MBChB or equivalent</td>
<td>- Higher Degree PhD, MD or equivalent</td>
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<td>- Full registration with the GMC</td>
<td>- Entry on the GMC Specialist Register or eligibility for entry within 6 months of the date of the appointment.</td>
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<td>- CCT in Rheumatology</td>
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<th><strong>Work and Other relevant experience (including training)</strong></th>
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<th><strong>Desirable</strong></th>
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<td>eg Specialist knowledge, levels of experience, supervisory experience, research</td>
<td>- Evidence of research output in the form of high quality peer reviewed publications</td>
<td>- Experience of supervising junior medical staff.</td>
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<td>- Capacity to act as a role model in areas of research, teaching and management as appropriate.</td>
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<td>- Experience of Training Undergraduate and Postgraduate students.</td>
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<th><strong>Personal qualities and abilities</strong></th>
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<th><strong>Desirable</strong></th>
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<td>eg initiative, leadership, ability to work on own or with others, communication skills</td>
<td>- Demonstrable commitment to clinical academic career path</td>
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<td>- Evidence of leadership skills.</td>
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<td>- Have a high level of analytical capability and an enquiring, critical approach to work</td>
<td>- Good written and spoken communication skills, ability to build rapport, work with others, persuade, negotiate, ability to convey ideas and concepts clearly and effectively and to communicate effectively with colleagues, patients, relatives, GPs, nurses, students and other agencies.</td>
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<td>- Good organisational and management skills.</td>
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<td>- Ability to work as part of a team as well as on own</td>
<td>- Ability to think creatively and innovatively and impart enthusiasm for subject</td>
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<td>- Committed to multidisciplinary team working</td>
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<th><strong>Other</strong></th>
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<td>eg special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.</td>
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The University

Founded in 1495, Aberdeen is Scotland’s third oldest University and the fifth oldest in the UK. Ranked within the world top 140 in the recent QS global league table, Aberdeen is the ‘global University of the north’.

Aberdeen is a broad based, research intensive University, which puts students at the head of everything it does. It has significant academic strengths and potential across a wide variety of disciplines. Outstanding in a wide range of discipline areas across the entire research spectrum, Aberdeen has also been credited for its international reach and its commercialisation of research ideas into spin out companies.

The University has over 14,000 matriculated students and 3,600 staff representing 120 nationalities. We encourage bold thinking, creativity and innovation and we nurture ambition with many opportunities for professional and personal development in an inclusive learning environment which challenges, inspires and helps every individual to reach their full potential.

The University combines a distinguished heritage with a forward looking attitude. In the past few years, the University has encouraged creativity in its academic staff, broken new ground with an innovative curriculum, and developed state-of-the-art facilities including the new Sir Duncan Rice Library and the Aberdeen Sports Village and Aquatics Centre. In looking to the future, the University seeks to enhance its reputation as one of the world’s leading Universities by moving forward with ever more ground breaking research; ensuring students have an intellectual and social experience second to none; and capitalising upon the dual role as one of the major institutions of the north and as a cornerstone of regional economic and cultural life.
The School was expanded in 2015 to include all of the disciplines that underpin today’s medicine and biomedical sciences and these are organised into four Institutes: the Institute of Applied Health Sciences (IAHS), the Institute of Medical Sciences (IMS), the Rowett Institute and the Institute of Education in Medical and Dental Sciences (IEMDS) comprising all of our undergraduate and postgraduate programmes and our own graduate entry Dental School. Information can be found at http://www.abdn.ac.uk/smmsn/index.php

We are fortunate that all of these institutes have their own buildings built in the last ten years in close proximity on the Foresterhill site, the largest single site medical complex in Europe, adjacent to the Aberdeen Royal Infirmary, Maternity and Children’s hospitals. This allows close collaboration with clinical colleagues and a joined up approach, so that work in the laboratory can be developed for eventual patient benefit and, through health services projects, the effectiveness of the treatments and interventions can be measured.

The most recent building to open on the site is the Rowett Institute, occupied in March 2016, whose staff undertakes nutrition research to help improve people’s lives through the prevention of ill-health and disease. Their new £40M building has provided the University of Aberdeen with a facility with unique capabilities for human nutrition and metabolic research. Within the IMS, our scientists are working towards the creation of effective therapies for patients with a range of debilitating and life-threatening conditions. Current research areas include: arthritis and musculoskeletal medicine; cell developmental and cancer biology; immunity, infection and inflammation; metabolic and cardiovascular health; microbiology and translational neuroscience.

As well as being the organisational home to the teaching scholarship staff and responsible for oversight of the UG and PGT programmes offered by the School, the IEMDS promotes and supports excellence in medical education through research and development, with a focus on conceptually and theoretically robust research and development which has strong potential for reaching international recognition.

We also have a number of specialist Centres, most notably the Medical Research Council Centre for Medical Mycology, led by Professor Gordon Brown, which is a world-leading centre tackling the global death toll from fungal disease.

**The Institute of Applied Health Sciences**

The successful candidate will be a member of the Epidemiology Group (led by Professor Gary Macfarlane) within the Institute of Applied Health Sciences https://www.abdn.ac.uk/iahs/ which is led by Professor Amanda Lee. IAHS research strategy includes the application of epidemiological, statistical, health services research, health psychology and health economic methods to NHS clinical priority areas. The IAHS works in close collaboration with the NHS at primary and secondary care levels. In the 2014 Research Excellence Framework, 81% of the work returned was evaluated as either world-leading or internationally excellent.

Two Chief Scientist Office funded units, the Health Services Research Unit (https://www.abdn.ac.uk/hsru/) and the Health Economics Research Institute (https://www.abdn.ac.uk/heru/) are hosted within the IAHS. Also within the Institute is the Centre for Health Data Sciences (https://www.abdn.ac.uk/achds/) that aims to create innovative, interdisciplinary, data science solutions to the big challenges for health and health care, to improve health for individuals, local communities and internationally. It contains the Grampian Data Safe Haven (DaSH) backing up the safe handling of linked public data sets for research.
NHS Grampian incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children’s Hospital and Aberdeen Maternity Hospital on the Foresterhill site, one of the largest single site teaching hospitals in Europe. Other sites include Woodend Hospital in Aberdeen and Dr Gray's Hospital in Elgin, as well as terminal care facilities at Roxburgh House.

**Aberdeen Royal Infirmary (ARI)**, Foresterhill, has a complement of 900 beds and is situated to the north-west of Aberdeen city on the teaching hospital site with the Medical School of the University of Aberdeen. This is the principal adult acute hospital of the Grampian Area providing a complete range of medical and surgical specialties including General Medicine and allied specialties (Cardiology, Respiratory, Gastroenterology, Infectious Diseases, Neurology, Diabetes & Endocrinology, Haematology, Nephrology, Oncology, Dermatology, Blood Transfusion, Rheumatology and Geriatrics), General Surgery and allied specialties (Cardiothoracic, Vascular, Orthopaedics, Neurosurgery, Plastics, Dental, ENT, Burns, Transplantation, Ophthalmology), ITU, A & E, Radiotherapy and Anaesthetics. Aberdeen Royal Infirmary is also a major tertiary referral centre for the North and North East of Scotland in a number of specialties.

**Royal Aberdeen Children’s Hospital** is the major tertiary referral centre for children in the North-East Scotland. The new Royal Aberdeen Children's Hospital (RACH) provides a comprehensive range of paediatric services. The facility, which opened on 25th January 2004, replaced the previous children's hospital built in 1929 and is sited on the existing hospital campus with a direct bridge link to Aberdeen Royal Infirmary on the Foresterhill site. The Combined Child Health Service provides acute and community child health services across Grampian and to some children from Tayside, Highland, Orkney and Shetland. The Service was established in 1999 and provides all secondary and tertiary acute paediatric services.

**Aberdeen Maternity Hospital** is the tertiary referral centre for maternity care for North-East Scotland. In addition to a long history of delivering excellent clinical services, the hospital continues to have worldwide impact in developing and improving maternity care. Clinically based studies can benefit from the population based Aberdeen Maternity and Neonatal Databank, which has prospectively recorded information about all Aberdeen city births for more than fifty years, and ongoing interests in fertility and aetiology of congenital malformations.

**Developments in process, The Baird Family Hospital**

This is a new build development and will include facilities for maternity, gynaecology, breast screening and breast surgery services. It will also include a neonatal unit, centre for reproductive medicine, an operating theatre suite and research and teaching facilities. It will be located on the current site of the Foresterhill Health Centre and the Breast Screening Centre, with direct physical links into the Royal Aberdeen Children's Hospital and the Aberdeen Royal Infirmary to allow neonates to be transferred for surgery at RACH and women to ARI for imaging and intensive care. The new hospital is planned to be open by 2020.


Further information about NHS Grampian is available from [http://www.nhsgrampian.org/](http://www.nhsgrampian.org/).

Healthcare in Scotland is devolved from UK Government, and the strategic direction of NHS Scotland policy and funding comes to NHS Grampian from Scottish Government. A key difference between Scottish and rest of the UK services at this time is that service funding is not dependent upon the number of patients seen.
STAFFING

The Consultant Staff of the Department includes:

- **Dr Alan G MacDonald**: Consultant Rheumatologist
- **Dr Alison J Black**: Consultant Rheumatologist clinical lead for Osteoporosis Services
- **Dr Hazem MMA Youssef**: Consultant Rheumatologist with specialist interest in connective tissue disease and juvenile transition clinic
- **Dr Nicola Alcorn**: Consultant Rheumatologist, Clinical lead
- **Vacant**: Senior Lecturer in Rheumatology Part-time Consultant Rheumatologist
- **Prof Cosimo de Bari**: Professor of Translational Medicine
- **Dr Rosemary Hollick**: Senior lecturer in rheumatology (metabolic bone disease)
- **Vacant**: Consultant rheumatology with specialist interest in Ankylosing spondylitis

Trainee medical staff includes 2 Specialty Registrars, a rotating CMT, and a speciality doctor. The department also offers training to colleagues in other medical disciplines.

There is a dedicated and enthusiastic team of nurses and allied health professionals. Enhanced professional roles are being developed to meet the needs of the service locally including for both the biologics service and outpatient service. A recent development is the provision of a clinical psychologist to help enhance our patient management. The department also boasts close partnership working with the charitable sector, in particular, Arthritis Care and National Osteoporosis Society.

WORK OF DEPARTMENT

The Department of Rheumatology provides a comprehensive service to the population of Grampian (approximately 520,000) covering the full range of musculoskeletal disease. Services are centred on a busy out patient practice with a range of general Rheumatology and sub specialty clinics. The service is based at Ashgrove House on the Foresterhill site in providing day case facilities, out patient facilities, the osteoporosis service, and dedicated physiotherapy and occupational therapy, all on the ground floor of the building, with support offices for medical, secretarial nursing and allied professionals together on upper levels of the same facility.

Rheumatology has access to inpatient beds in the new emergency care centre of Aberdeen Royal Infirmary. The out patient department hosts more than 10,000 patient visits annually in a range of general Rheumatology and specialist clinics, including for CT disease, Vasculitis, Ankylosing Spondylitis and metabolic bone disease. A monthly Children’s clinic is held in collaboration with the paediatricians supported by visits from Dr Joyce Davidson (RHSC, Glasgow) The dedicated Rheumatology day case unit provides facilities for the assessment, administration and monitoring of patients on biologic therapies (currently more than 750 patients) and other parenteral therapies. It also hosts the weekly “urgent access” injection clinics and the musculoskeletal ultrasound scanners.
There are peripheral clinics at Dr Gray’s Hospital, Elgin, Balfour Hospital, Orkney and Gilbert Bain Hospital in Shetland. The Orkney service is benefitting from innovative use of telemedicine facilities to provide improved care, closer to home.

The department has a traditional strength in the study and care of individuals with metabolic bone disease. The Grampian Osteoporosis service performs over 4,500 DXA scans for the NHS per year, including a direct access service for GPs. There are two scanners based at Ashgrove House and a scanner in Dr Gray’s Hospital in Elgin, electronically linked to Aberdeen. Other services include an Osteoporosis Specialist Nurse, a telephone advice line and a fracture liaison service to enhance case finding. Recently, in collaboration with the University of Aberdeen, and our local osteoporosis charity a mobile DXA scanner has been purchased to enhance services to our remote areas such as Shetland and Orkney but also rural Aberdeenshire. There is an active research focus on the service development of this new enhanced service model.

In recent years there have been enhanced services in the investigation and management of patients with multisystem diseases such as systemic Vasculitis, with close working relations, including combined clinics with the Renal Physicians

NHS Education for Scotland (NES)

The NHS Education for Scotland (NES) aspire to excellence in our programmes and have as our driving objectives a trainee-centric approach to our work, supporting our educational environments with information to assist their quality improvement, and ensuring we seek new knowledge and improved ways of training the future medical workforce. The NORTH-EAST SCOTLAND NES covers a wide geographical area and includes the Health Boards of Grampian, Highland, Shetland, Orkney and Western Isles. The Deanery manages a wide range of deanery-based and national specialty training programmes from modern offices on the main hospital campuses (Forest Grove House in Aberdeen and the Centre for Health Sciences in Inverness). The convenient location of the Aberdeen Office, co-located with the University Teaching Hospitals, Medical and Dental Schools and Research Institutes, enables close contact and working relationships with our academic and NHS colleagues.
The city and the region

Aberdeen and Aberdeenshire

Aberdeen is world renowned as the oil capital of Europe and the region is both the agricultural heartland of Scotland and a hub of the food and drink industry.

With the population approaching 230,000, Aberdeen is big enough to provide all the advantages of city life, yet compact enough to enjoy the more intimate atmosphere usually associated with small towns.

Aberdeenshire is one of Scotland’s most appealing regions. Royal Deeside and the Cairngorms National Park are within easy access of the city, and there are a variety of towns and villages scattered along the coastline.

Aberdeen and Aberdeenshire cater for a wide range of tastes in sporting and cultural activities.

To find out more about Aberdeen and Aberdeenshire go to www.VisitScotland.com

How to apply

Online application forms are available at www.abdn.ac.uk/jobs

The closing date for receipt of applications is 05 January 2020

Should you wish to make an informal enquiry please contact Professor Steve Heys, Head of Medicine, Medical Sciences and Nutrition (Telephone: 01224 437968 or e-mail: s.d.heys@abdn.ac.uk) or Dr Nicola Alcorn, Clinical Lead Rheumatology (Telephone: 01224559926 or e-mail: nicola.alcorn@nhs.net).

Please do not send application forms or CVs to Professor Heys or Dr Alcorn

Please quote reference number IMS112A on all correspondence

The University pursues a policy of equal opportunities in the appointment and promotion of staff.