Senior Clinical Lecturer in Oral Surgery
Institute of Dentistry
School of Medicine, Medical Sciences and Nutrition

Closing date: 29 March 2020
Interview date: To Be Confirmed
Reference number: DEN023A
Applications are sought from suitably qualified dental surgeons to lead, with academic experience, to lead academic Oral Surgery at a pivotal moment in the development of Oral Surgery teaching and service provision in the North of Scotland.

You will lead the development and review of our Oral Surgery curriculum within the Institute of Dentistry and develop research in the discipline. You will work in close partnership with our NHS Grampian colleagues to support development of an Oral Surgery service of the highest quality, ensuring that service standards are maintained and developed.

The successful application will be fully registered with the GDC and included in the Specialist List for Oral Surgery. You will be responsible for the provision of a comprehensive, effective and modern oral surgery undergraduate curriculum. You will have a proven track record in the development of innovative teaching programmes and assessment in dentistry and extensive experience of teaching and administration in a dental school, medical school or equivalent. You will have some experience in the review and development of Oral Surgery service provision.

You will be expected to actively contribute to academic leadership within the Institute of Dentistry and to Oral Surgery research and teaching.

The post is based in the Institute of Dentistry part of the School of Medicine, Medical Sciences and Nutrition at the University of Aberdeen. The post holder will therefore be part of a team with a strong interest in dental education, research and scholarship.

For an appointment at Senior Lecturer, depending on previous experience, the appointment may be subject to a probationary period of up to 3 years. Staff development in teaching and research is available to probationary staff with the aim of helping them to meet the criteria set for satisfactory completion of probation.

A dental school (now Institute of Dentistry) in the Grampian Region of Scotland was established to help to provide a suitably qualified dental workforce, not only in relation to the country’s needs, but particularly in relation to the dental needs of the population in the north of Scotland. The role offers excellent opportunities for research in laboratory, health services or education with excellent facilities and a supportive culture provided by the School of Medicine, Medical Sciences and Nutrition and within the wider university setting.
Job description

Main purpose of the role:
The post holder will lead the development of Oral Surgery teaching within the Institute whilst also taking on a role in the broad academic development of the Institute of Dentistry at the University of Aberdeen. The Institute delivers a graduate-entry Bachelor of Dental Surgery degree programme: participants are exempt from the first year of the BDS programme which is normally 5 years by virtue of possessing a primary degree. The graduate entry programme is therefore completed over 4 years. The Institute further wishes to develop a portfolio of postgraduate opportunities which focus on the development of a local dental workforce.

An indicative job plan has been prepared as below.

<table>
<thead>
<tr>
<th>AM</th>
<th>PM</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Institute Leadership Role (IoD)</td>
</tr>
<tr>
<td>Tuesday</td>
<td>Research</td>
</tr>
<tr>
<td>Wednesday</td>
<td>UG Clinical Teaching</td>
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<tr>
<td>Thursday</td>
<td>UG Clinical Teaching</td>
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<tr>
<td>Friday</td>
<td>Oral Surgery Teaching / Development</td>
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Note: Service Provision will be located within the Oral Surgery Department in Aberdeen Dental Hospital.

Key responsibilities:

Senior Clinical Lecturer in Oral Surgery

- You will be expected to contribute to the strategic direction and development of the Institute of Dentistry whilst providing a focus for the development and delivery of education and training in Oral Surgery for both the BDS Degree and postgraduate programmes.
- You will also be expected to undertake appropriate Institute management and leadership roles commensurate with your academic level and experience.
- You will work in close partnership with our NHS Grampian colleagues to assist in the development of an Oral Surgery service of the highest quality, ensuring that service standards are maintained and developed.
- In addition to teaching activities, you will also be encouraged to be involved in research/knowledge exchange to support existing research themes.
- You will also be expected to carry out clinical duties in line with an agreed job plan, working closely with clinical colleague including the Clinical Director of Aberdeen Dental Hospital & Institute of Dentistry and the Clinical Lead for Oral and Maxillofacial Surgery. As an honorary consultant in Oral Surgery you will be expected to assist in the professional supervision and management of other staff in training.

At a glance

Salary:
Consultant (60% of £82,669 to £109,849 per annum, pro rata)

Hours of work:
Part-Time (60% FTE)

Contract type:
Substantive
• Work collaboratively with the MCN in Oral Surgery and Consultant colleagues in Oral and Maxillofacial Surgery at the Aberdeen Royal Infirmary to optimise the learning experience for BDS students of the University of Aberdeen and the care of patients

• Liaise with colleagues in similar roles in other UK Dental Schools, and with colleagues responsible for staff development in postgraduate dental education, to develop a co-ordinated and consistent approach.

• Contribute to teaching on educational principles for undergraduate students as required by “Standards for Education”.

• Lead and develop ideas for dental research, including collaboration and research supervision with other schools

• Collaborate in and lead grant applications for dental research, publish in peer-reviewed, impact-factored journals.

• Balance the pressures of teaching, research and administrative demands and competing deadlines.
Candidate background

Candidates will be enthusiastic and motivational Dental Surgeons, qualified to consultant level with expertise in Oral Surgery.

You will possess demonstrable experience within dental education and be able to provide strong leadership within Oral Surgery for the Institute team who are responsible for the ongoing development and delivery of the graduate entry four year taught BDS undergraduate degree. You will also have experience of the delivery of postgraduate education and support the development of the dental team.
Terms of appointment

Salary will be at the appropriate point on the Clinical salary scale for staff holding honorary consultant contracts and negotiable 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

This post does not meet the minimum requirements as issued by UK Visas & Immigration (UKVI) to qualify for an employer-sponsored visa. We are therefore unable to consider applications from candidates for this post who require sponsorship to work in the UK.
# Person specification (Scholarship)

<table>
<thead>
<tr>
<th><strong>Education/Qualifications</strong></th>
<th><strong>Essential</strong></th>
<th><strong>Desirable</strong></th>
</tr>
</thead>
</table>
| Academic, technical and professional education and training | • Suitably qualified dental surgeon.  
• Fully registered with the GDC.  
• Included in Specialist List for Oral Surgery  
• Further academic/clinical qualifications e.g. MSc, PhD, FHEA, FDS, MFDS or equivalent. | • Membership in Oral Surgery, or equivalent  
• Completion of appropriate CCST training in additional competencies  
• Intercollegiate Specialty Fellowship Exit Examination in Oral Surgery, or equivalent  
• Fellowship in Dental Surgery or Membership of Faculty of Dental Surgery, or equivalent |

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| eg Specialist knowledge, levels of experience, supervisory experience, research | • Proven track record in the development of innovative teaching programmes and in assessment  
• Extensive experience of teaching and administration in a dental school, medical school or equivalent  
• Ability to take responsibility for delivery and management of the undergraduate curriculum in Oral Surgery  
• Track record of publishing in peer-reviewed journals in relevant area  
• Experience and ability to strengthen collaborative teaching with clinical and non-clinical colleagues in the University and NHS | • Track record of publishing in dental education  
• Evidence of involvement in quality assurance (both internal and external) processes  
• Recognised independent research record in area of dental education or equivalent  
• Experience in leading an externally-funded research programme in one of the School’s priority areas of research |

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<th><strong>Desirable</strong></th>
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| eg initiative, leadership, ability to work on own or with others, communication skills | • Proven academic leadership experience  
• Ability to engage with clinical colleagues and develop integrated teaching and research  
• Imaginative and progressive approach including the ability to use a range of delivery techniques to enthuse, engage and support the | • Evidence of the promotion of the high standards of academic and research leadership. |
- Ability to respond quickly and appropriately to new developments and opportunities (e.g., calls for research funding).
- Willingness to engage in continuing professional development.
- Ability to prepare and co-write (with the potential of leading) successful grant applications and publishable research papers.
- Good organisational skills.

Other
- The Institute makes extensive use of video conference for discussions, meeting and teaching but some travel to work directly with the teaching teams outside Aberdeen may be expected several times per year. Most frequently, this does not include a requirement for overnight stays.
- Highest ethical and professional standards in research, education and clinical practice with a flexible attitude to collegiate working.
### Person specification (Teaching & Research)

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- Fully registered with the GDC.  
- Included in Specialist List for Oral Surgery  
- Further academic/clinical qualifications e.g. MSc, FHEA, FDS, MFDS or equivalent.  
- Higher research qualification (PhD) in a field applicable to the role. |
| | Desirable |
| | - Membership in Oral Surgery, or equivalent  
- Completion of appropriate CCST training in additional competencies  
- Intercollegiate Specialty Fellowship Exit Examination in Oral Surgery, or equivalent  
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- Proven track record in the development of innovative teaching programmes and in assessment  
- Extensive experience of teaching and administration in a dental school, medical school or equivalent  
- Ability to take responsibility for delivery and management of the undergraduate curriculum in Oral Surgery  
- Experience and ability to strengthen collaborative teaching and research with clinical and non-clinical colleagues in the University and NHS |
| | Desirable |
| | - Evidence of involvement in quality assurance (both internal and external) processes  
- Recognised independent research record with evidence of external funding  
- Experience in leading an externally-funded research programme in one of the School’s priority areas of research |

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- Imaginative and progressive approach including the ability to use a range of delivery techniques to enthuse, engage and support the development of students or staff at the right level as appropriate |
| | Desirable |
| | - Evidence of the promotion of the high standards of academic and research leadership. |
• Ability to work independently as well as within the wider team to meet goals

• Good communication skills.

• Excellent communication skills with senior colleagues in University and NHS Boards, students and research participants.

• Ability to respond quickly and appropriately to new developments and opportunities (e.g., calls for research funding).

• Willingness to engage in continuing professional development.

• Ability to prepare and co-write (with the potential of leading) successful grant applications and publishable research papers.

• Good organisational skills.

**Other**

eg special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

• The Institute makes extensive use of video conference for discussions, meeting and teaching but some travel to work directly with the teaching teams outside Aberdeen may be expected several times per year. Most frequently, this does not include a requirement for overnight stays.

• Highest ethical and professional standards in research, education and clinical practice with a flexible attitude to collegiate working.
The University

Founded in 1495, Aberdeen is Scotland’s third oldest University and the fifth oldest in the UK. Ranked within the world top 160 in the Times Higher Education Rankings 2019 and named Scottish University of the Year in the Times and Sunday Times Good University Guide 2019. Aberdeen is ‘open to all and dedicated to the pursuit of truth in the service of others’.

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, 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 130 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 (https://www.abdn.ac.uk/smmen/index.php) encompasses all of the disciplines that underpin today's medicine, including biomedical sciences, health sciences, nutrition and medical, medical science and dental education and these are organised into five Institutes. The largest school in the University, the SMMSN has five Institutes: the Institute of Medical Sciences (IMS), the Institute of Applied Health Sciences (IAHS), the Rowett Institute, the Institute of Education in Medical and Dental Sciences (IEMDS) and the Institute of Dentistry, comprising all of our undergraduate and postgraduate programmes and our own graduate entry Dental School.

Staff are line managed and research opportunities are supported through our institutes which work together in an integrated and coordinated way to deliver research and teaching across the School, details of which can be found on their websites as below.

- The Institute of Applied Health Sciences https://www.abdn.ac.uk/iahs/
- The Institute of Medical Sciences http://www.abdn.ac.uk/ims/
- The Rowett Institute http://www.abdn.ac.uk/rowett/
- The Institute of Education for Medical and Dental Sciences https://www.abdn.ac.uk/iemds/
- The Institute of Dentistry https://www.abdn.ac.uk/dental/

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.

Within the IAHS, research is focused on improving health and health care delivery. It is home to a multidisciplinary grouping of around 100 university academic staff who conduct population and clinically-orientated health research and hosts the Health Services Research Unit (HSRU) and Health Economics Research Unit (HERU), both funded by the Chief Scientist's Office (CSO) of the Scottish Government.

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.

The Dental Institute runs an undergraduate BDS programme and a growing suite of masters programmes for professional development.

We have a number of specialist Centres representing areas of particular research strength and capacity within the School all of which are willing to support colleagues on projects in their areas. More information is available at the following websites.

- The Centre for Healthcare Education Research and Innovation (https://www.abdn.ac.uk/cheri/index.php)
- The Centre for Health Data Science (https://www.abdn.ac.uk/achds/)
- The Aberdeen Cardiovascular & Diabetes Centre (https://www.abdn.ac.uk/acdc/) and
- The Aberdeen Centre for Arthritis and Musculoskeletal Health (https://www.abdn.ac.uk/acamh/)
The School is home to over 800 staff and 2000fte students. It is located on the Foresterhill site, shared with our main clinical partner, NHS Grampian, with whom we work in close collaboration at primary and secondary care levels. This is one of the largest integrated healthcare delivery, training and research sites in Europe and has rich assets including state-of-the-art academic (research and teaching) and clinical buildings. Excellent infrastructure is also provided through core facilities for biomedical science including flow cytometry, proteomics, microscopy and genome sequencing, support for data health science projects and clinical trials.

The last major academic capital development was the opening of 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. Currently, the NHSG is carrying out an exciting £164 million building development creating The Baird Family Hospital and The Aberdeen and North Centre for Haematology, Oncology and Radiotherapy (ANCHOR) Centre Project, scheduled for completion in 2021.

**Institute of Dentistry**

The Institute of Dentistry provides education and training for future dentists through its BDS Degree. It also offers a DipHe in Dental Technology and has begun to develop its portfolio of postgraduate qualifications with an MSc in Special Care Dentistry.

The Bachelor of Dental Surgery (BDS) degree is a five year programme in the UK. There is both a standard entry pathway and a graduate entry pathway. Applicants to the graduate entry pathway must demonstrate that their prior formal qualifications have covered relevant biomedical subjects. This allows for direct entry into year 2 which represents our admissions profile. The course benefits from the small numbers of students in each year with normally 20 being the maximum.

Purpose built, our Institute of Dentistry is located on the Foresterhill Campus, alongside two other dental facilities; the Aberdeen Dental Education Centre, a postgraduate dental training centre with associated outreach clinics, and Argyll House, which hosts a series of dental surgeries for NHS Grampian’s salaried dental service.

In addition, the Institute of Dentistry recognises the crucial role of research. There is an active research committee and details of our research themes together with information about the Institute as a whole may be found at [https://www.abdn.ac.uk/dental/](https://www.abdn.ac.uk/dental/)

100% of our BDS graduates have gone on to find employment after graduation.

**NHS Grampian, Oral Surgery Department**

The Oral and Maxillofacial service is based at Aberdeen Royal Infirmary which is a short distance from the Institute of Dentistry and the Aberdeen Dental Hospital.

The Department of Oral & Maxillofacial Surgery provides a Consultant Service to medical and dental practitioners of the North East of Scotland, including Moray, Orkney and Shetland. Total population: 630,000. The Outpatient Department is situated within Aberdeen Royal Infirmary and inpatients are in a shared ENT ward. Currently we have four all day in patient operating sessions a week in the general theatre complex and two half day session lists are held per
month in the Daycase Unit. There are also three half day operating sessions a month held in the Royal Aberdeen Children's Hospital. There are 15 LA Outpatients sessions per week.

There are also Departments of Restorative Dentistry and Orthodontics based at Aberdeen Dental Hospital which opened in October 2008.

Dr Grays Hospital is visited once per month by an NHS Grampian OMFS Consultant, and a service is also provided by the team of Specialty Dentists. The department is also establishing a service based at Stracathro Hospital, this will consist of 2 sessions of operating per week run by a Specialty Dentist. The successful applicant will be expected to visit these peripheral sites as required.

A weekly Head & Neck combined cancer clinic is held with ENT and Oncology within the Maxillofacial Unit. Weekly combined clinics with Orthodontics to discuss the management of facial disproportion are held weekly in the Dental Hospital.

The Oral & Maxillofacial Surgery Unit in ARI is part of a MCN with the Maxillofacial Unit based at Raigmore Hospital where there are two consultant maxillofacial surgery posts, currently vacant.

STAFF:

Consultants
Mr R Morrison (Clinical Lead)
Miss M Dhillon
Mr T Lowe
Mr S Mahmood
Mr M Ryan

Speciality Dentists
Janice Boggon
Mark Burrell
Jamie Mitchell
Bernice McLaughlin
Clare Rahman

Junior Staff

As well as these permanent members of staff, junior staff include one 2 DCT1 (Part Time), 2 DCT2, 1 DCT3, 2 FY2, 1 ST.
The city and the region

Aberdeen and Aberdeenshire

With a population of approximately 230,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other European cities - e.g. flying time to London is just over one hour with regular daily flights. There are direct air links to London (City, Gatwick, Heathrow, and Luton), Manchester, Birmingham, Leeds, Southampton, Belfast and East Midlands within the U.K. There are also flights to international hub airports: Amsterdam (Schiphol), and Paris (Charles De-Gaulle) as well as flights to other European destinations. http://www.aberdeenairport.com Road and rail links are also well developed.

The Grampian Region which took its name from the Grampian Mountains has a population of approximately 545,000. It is made up of five districts – Aberdeen, Banff & Buchan, Gordon, Kincardine & Deeside and Moray. The city and the surrounding countryside provide a variety of urban, sea-side and country pursuits. Aberdeen has first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, the Aberdeen Exhibition Centre, Museums, and Beach Leisure centre. Within a short time, beach pursuits, equine activities, salmon, trout and sea fishing, hill-walking, mountaineering, golf, sailing, surfing and windsurfing can be reached. The city and the surrounding countryside are repeatedly given high ratings for quality of life in surveys.

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.visitabdn.com
Equality & Diversity

The School of Medicine, Medical Sciences and Nutrition welcomes a diverse working environment and recognises the many benefits this can bring. The School is keen to receive applications from individuals from across all of the equality protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation).

The University supports opportunities for flexible working for a range of reasons and has policies in place to facilitate this. The policies can be found here:

https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php

The University's commitment to gender equality has been recognised through the achievement of an Athena SWAN Bronze award. The University is also a Stonewall Diversity Champion to further LGBT+ equality.

The University is signed up to Advance HE’s Race Equality Charter, affirming the University's commitment to the charter's aim of improving the representation, progression and success of minority ethnic staff and students within higher education.

Candidates who are British Sign Language (BSL) user can contact us directly by using contact SCOTLAND-BSL

The University is delighted to be accredited as a Disability Confident employer Committed and strives to ensure that disabled staff and students have the opportunity to work and study in an inclusive, accessible and supportive environment.

https://www.abdn.ac.uk/staffnet/governance/equality-and-diversity-277.php

How to apply

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

The closing date for receipt of applications is 29 March 2020

Should you wish to make an informal enquiry please contact:

Professor John Gibson or Professor Richard Ibbetson on 01224 555154

Please do not send application forms or CVs to Professor Gibson or Professor Ibbetson

Please quote reference number DEN023A on all correspondence