SCREDS Clinical Lecturer in Medical Microbiology
Institute of Medical Sciences,
Within the School of Medicine, Medical Sciences & Nutrition

Closing date: 22 December 2022
Interview date: To Be Confirmed
Reference number: IMS250A
INTRODUCTION

The University of Aberdeen is committed to the Scottish Clinical Research Excellence Development Scheme (http://www.scotmt.scot.nhs.uk/specialty/scottish-academic-training-(screds).aspx) and the long-term aim of nurturing and developing future clinical academic leaders.

Accordingly, the School of Medicine, Medical Sciences and Nutrition, with NHS Education for Scotland (NES) is pleased to offer an exciting opportunity for a higher specialty trainee in Medical Microbiology wishing to pursue such an academic career.

You will join a committed and enthusiastic team of clinicians, researchers, and educators, providing an excellent opportunity to develop expertise through a planned programme of specialty training ensuring professional, academic, and personal development. The post holder will be located on the Foresterhill site.

A start date of March 2023 is envisaged.

Aberdeen is unique in having internationally recognised strengths in both biomedical and population-based research and robust partnerships exist between clinical academics and medical science and health service researchers and their colleagues in the health care professions in primary and secondary care. In the past two decades, there has been significant and sustained capital investment (over £250m) in clinical, research and educational facilities on the Foresterhill site, which is jointly owned by the University and the NHS, to support their work. Notable amongst the research infrastructure are staff and equipment in Proteomics, Electron Microscopy, Flow cytometry, Genomics, Analytical facilities, a Human Nutrition Unit, a Medical Stats team, the Centre for Randomised Healthcare Trials, rich datasets and cohorts including the Aberdeen Maternity Neonatal Databank.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

An 80:20 split in clinical training/research time is envisaged over the duration of the post, with a maximum of 20% training time being allowed for academic activity during specialty training. It is intended that this time would be used to develop research ideas and projects, apply for funding and/or to prepare an application for funding to do a PhD or MD.

NES has given approval for this advertisement, and it has the support of the Head of Service and the Training Programme Directors. Candidates are strongly advised to discuss their application with their current Training Programme Director and Associate Postgraduate Dean.

The post, which is tenable for the duration of the training programme or up until six months after obtaining CCT, whichever is sooner, is designed for an individual with demonstrable academic aspirations who wishes to pursue an academic career and gives opportunities both for clinical and research training, according to need.
KEY RESPONSIBILITIES:

Research

You will take a role in developing the research capacity of one of the research programmes within the School and will be supported by academic staff and NHS partners to undertake research in a relevant area. Research opportunities are supported through our institutes, details of which can be found on their websites as below. Affiliation will depend on the skills, expertise, and interests of the appointee. The Head of School, Professor Bhattacharya, would be happy to discuss opportunities with interested applicants.

Teaching

There is a regular commitment to the teaching of medical students in the undergraduate teaching programme, MSc programmes and supervising MSc projects which presents an excellent opportunity to develop teaching skills. In addition to the informal teaching of trainees, Lecturers will be invited to give occasional postgraduate medical education lectures to relevant specialists. Teaching is integral part of the Lecturer’s daytime clinical duties.

Clinical duties

The appointee will have appropriate honorary status with NHS Grampian and will contribute to the clinical work of the NHSG Department of Medical Microbiology. The appointee will receive full training in Medical Microbiology. At 80% - the trainee will be expected to work and train on site in the Medical Microbiology Department. The trainee will be expected to fulfil various aspects of the curriculum in a timely fashion, including success in examinations and requirements as per Critical Progression Points relevant to Medical Microbiology. The trainee will be on the Registrar on call rota at a whole time equivalent. The trainee will continue to be managed under the North of Scotland Medical Microbiology training scheme.
CANDIDATE BACKGROUND

Knowledge

• MBChB or equivalent
• Have completed or be registered for a PhD of MD OR
• Be willing to apply for funding to do a PhD or MD
• Eligible for full registration with the GMC at time of appointment
• Holds a UK National Training Number in Medical Microbiology at the time of taking up the post.

Experience

• Able to demonstrate aspiration to academic career
• Track record or potential to contribute to publications in peer-reviewed journals or scientific abstracts.
• Experience in writing scientific articles or presentations at scientific meetings
• Portfolio evidence of satisfactory progress in clinical training programme to date
• Ability to take responsibility for clinical care of patients

Skills

• Demonstrable commitment to clinical academic career path
• Aptitude for teaching
• Enquiring, critical approach to work
• Excellent written and verbal communication skills
• Good interpersonal skills with the ability to interact constructively with a wide range of colleagues
• Proven organisational abilities, including evidence of effective time-management and negotiating skills.
• Ability to work as part of a team as well as on own
• Ability to think creatively and innovatively and impart enthusiasm or subject
• Committed to multidisciplinary team working
Terms of Appointment

Salary will be at the appropriate point on the Clinical scale for Academics below level of Consultant, £38,704 - £73,544 per annum and negotiable with placement according to qualifications and experience.

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

For further information on various staff benefits and policies please visit www.abdn.ac.uk/staffnet/working-here

This role is based in the UK and as such the successful candidate will be required to live and work in the UK.

Should you require a visa to undertake employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship under the requirements of the Skilled Worker visa. At the time an offer of appointment is made, you will be asked to demonstrate that you fulfil the criteria in respect of qualification and competency in English. For research and academic posts, we will consider eligibility under the Global Talent visa. Please do not hesitate to contact Grant Rae, HR Adviser (e-mail: grant.rae@abdn.ac.uk) for further information.

AT A GLANCE

SALARY:
Clinical scale for Academics below level of Consultant
£38,704 - £73,544

HOURS OF WORK:
Full-Time, 40 hours per week

CONTRACT TYPE:
Fixed-Term until completion of CCT
(plus six months)

LOCATION:
Aberdeen
# PERSON SPECIFICATION

## Education/Qualifications

**Academic, technical and professional education and training**

- MBChB or equivalent
- Eligible for full registration with the GMC at time of appointment
- Holds a UK National Training Number in Medical Microbiology
- Have completed a PhD or MD or
- Be willing to apply for funding to study for a PhD or MD degree

## Work and Other relevant experience (including training)

- Able to demonstrate aspirations to an academic career
- Track record or potential to contribute to publications in peer-reviewed journals or scientific abstracts
- Experience in writing scientific articles or presentations at scientific meetings
- Portfolio evidence of satisfactory progress in clinical training programme to date
- Ability to take responsibility for clinical care of patients

- Previous research experience
- Demonstrate commitment to research through proven ability to complete research projects
- Experience of supervising trainee doctors

## Personal qualities and abilities

- Enquiring, critical approach to work
- Excellent written and verbal communication skills
- Good interpersonal skills with the ability to interact constructively with a wide range of colleagues
- Proven organisational abilities, including evidence of effective time-management and negotiating skills
- Ability to work as part of a team as well as on own

- Aptitude for teaching
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<td>• Ability to think creatively and innovatively and impart enthusiasm or subject</td>
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**Other**
e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.

- Caring attitude to patients
UNIVERSITY OF ABERDEEN

open to all and dedicated to the pursuit of truth in the service of others

The University of Aberdeen is a broad based, research intensive University, and we put students at the centre of everything we do. Outstanding in a wide range of discipline areas, Aberdeen is credited for its international reach and commercialisation of research ideas into spin out companies. The University has over 16,000 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 and inspires.

CURRENT CONTEXT

The University continues to uphold the principals of the foundational purpose. We remain committed to delivering positive change both locally and globally. We work together and with our partners in an interdisciplinary way, catalysing world-leading research in our areas of strength: Energy Transition; Social Inclusion and Cultural Diversity; Environment and Biodiversity; Data and Artificial Intelligence; and Health, Nutrition and Wellbeing. We are investing in our future and have committed £100m to upgrading our campus, including the new fully digitised Science Teaching Hub, the regeneration of the historic King’s Quarter and a new Business School building. Our commitment to our students, campus and community has led to us being named a Top 20 UK institution in two major league tables¹ and 4th in the UK for overall student satisfaction².

¹ The Times and Sunday Times Good University Guide 2023 and the Guardian University Guide 2023
² National Student Survey (NSS) 2022
ABERDEEN 2040

On our 525th anniversary as a University we launched Aberdeen 2040, our strategic vision for the next 20 years. Four strategic themes will shape our learning and discovery, underlined by 20 commitments we have made against each theme:

- **Inclusive**
  We welcome students, staff and partners from all backgrounds, organisations and communities. We value diversity.

- **Interdisciplinary**
  We innovate in education and research by generating, sharing and applying new kinds of knowledge. We learn together.

- **International**
  We connect with others and extend our networks and partnerships around the world. We think across borders.

- **Sustainable**
  We understand and nurture our environment, and take care of our resources, including our people and finances.
  
  We work responsibly.

OUR EDUCATION

Recognised as the Scottish University of the Year in the Times and Sunday Times Good University Guide 2019, we remain true to our roots as an ancient Scottish university, combining breadth and depth in our degree programmes and drawing strength from the quality of our research. Our flexible curriculum encourages students to grow as independent learners and therefore to thrive as graduates in the diverse workplaces of the future. Our education is open to all and we are setting ambitious targets to further widen access.

OUR RESEARCH

Researchers at the University of Aberdeen have been at the forefront of innovation and excellence throughout the centuries, generating insights in medicine, science, engineering, law, social sciences, arts and humanities. This research has contributed to five Nobel prizes as well as other awards such as the Queen’s Anniversary prize. Our research is intellectually rigorous working within our established areas of excellence as well as new methods of enquiry. We will continue to generate new knowledge addressing economic and societal issues with ambition and imagination, ensuring that it is globally excellent and locally relevant.
INTERNATIONAL
Aberdeen is increasing its international presence, positioning the University as a global organisation and building on established global partnerships around the world, including Qatar, China, North America, Europe. We feature in the top 50 institutions worldwide for international students\(^3\).

IMPACT
In 2020 the University signed the United Nations Sustainable Development Goals accord, solidifying our commitment to developing the world in a sustainable way. In 2022 we were listed in the global Top 100 for 8 of these goals\(^4\).

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland’s best institution for environmental research\(^5\).

\(^3\) Times Higher Education World University Rankings 2021
\(^4\) Times Higher Education Impact Rankings 2022
\(^5\) QS World University Rankings 2022
The School of Medicine, Medical Sciences and Nutrition

The School (https://www.abdn.ac.uk/smmsn/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 Healthcare and Medical Sciences (IEHMS) 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 in Healthcare and Medical Sciences https://www.abdn.ac.uk/IEHMS/
- The Institute of Dentistry https://www.abdn.ac.uk/dental/ 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 IEHMS 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 highly regarded University of Aberdeen MBChB programme and several postgraduate programmes including a Masters in Clinical Education are delivered by IEHMS.

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/)

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.

**NHS GRAMPIAN**

**NHS GRAMPIAN** incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children’s Hospital and Aberdeen Maternity Hospital and the Aberdeen Dental Hospital on the Foresterhill site, together with the adjacent Royal Cornhill Hospital. Together these form 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 Roxburghe House.

**ABERDEEN ROYAL INFIRMARY (ARI)**, Foresterhill, has a complement of 922 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 specialities including General Medicine and allied specialities (Cardiology, Respiratory, Gastroenterology, Infectious Diseases, Neurology, Diabetes & Endocrinology, Haematology, Nephrology, Oncology, Dermatology, Blood Transfusion, Rheumatology and Geriatrics), General Surgery and allied specialities (Cardiothoracic, Vascular, Orthopaedics, Neurosurgery, Plastic, 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 specialities.

**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.

**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 on the Foresterhill Health Campus, enables close contact and working relationships with our academic and NHS colleagues.
ABERDEEN AND ABERDEENSHIRE

Scotland’s third largest city, Aberdeen sits on the coast between the mountains of Aberdeenshire and the stunning North Sea coastline. The Aberdeen City region is a can-do place that is actively investing, at scale, in its future.

Renowned as a Global Energy Hub, Aberdeen is a vibrant, entrepreneurial region, home to a unique mix of business opportunities and specialist skills across various sectors including energy, technology, life sciences and food & drink. More than 20% of Scotland’s top businesses are located in this region which is taking great strides to ensure that it continues to compete on a world stage. Investments of more than £10 billion of public and private infrastructure is due to be delivered before 2030, marking an exciting time to be part of a genuine world-class location.

Built from sparkling local granite Aberdeen has earned the name of the Silver City. As the energy capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live, work and study. Due to its global business and international energy industry credentials, Aberdeen is well served by local and national transport infrastructure with excellent rail networks that run both North and South of Scotland and the rest of the UK. It also acts as an international travel hub. Flying time to London is just over one hour with regular daily flights and serves international travel to European centres such as Amsterdam (Schiphol) and Paris (Charles de Gaulle) as well as flights to other European destinations.

The City and the surrounding countryside provide a variety of urban, seaside and country attractions. Aberdeen has first class amenities including His Majesty’s Theatre, Music Hall, Art Gallery, the P&J Arena, Museums, and Beach Leisure Centre. The City is framed by its accessible beach front which is within a short walk of the city centre and there are an array of activities available across the region such as hill walking; mountaineering; sailing; surfing; salmon, trout and sea fishing; golf; sailing; surfing and windsurfing. The surrounding countryside, known as Aberdeenshire, is also 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.

The city and the surrounding area have ranked consistently highly in nationally recognised quality of life surveys, coming out top 10 as one of the best places to live in Scotland in 2020 in the annual Bank of Scotland survey.

To find our more visit www.visitabdn.com
EQUALITY AND DIVERSITY

The University values a diverse working environment and recognises the benefits this can bring. The University 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 at [https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php](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 at an institutional level and across all its subject areas. 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) users can contact us directly by using contact SCOTLAND-BSL.

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

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

HOW TO APPLY

Online application forms are available at [www.abdn.ac.uk/jobs](http://www.abdn.ac.uk/jobs)

The closing date for receipt of applications is **22 December 2022**

Should you wish to make an informal enquiry please contact:

Professor Siladitya Bhattacharya, Head of School
s.bhattacharya@abdn.ac.uk

Please do not send application forms or CVs to Professor Bhattacharya.

Please quote reference number IMS250A on all correspondence.