



Senior Clinical Lecturer in Medical Education (Lead for Clinical Consultation Skills and Professionalism)

School of Medicine, Medical Sciences and Nutrition

Closing date: 31 March 2020
Interview date: To Be Confirmed
Reference number: MED097A



Introduction

This post (up to full time) is funded by ACT (Additional Cost of Teaching of undergraduate medical students) to play a lead role within the MBChB Foundations of Clinical Method (FoCM) team, including being the Curricular Lead for both Communication and Professionalism. The successful candidate will also be expected to lead the ongoing innovation and development of the clinical consultation skills curriculum in the MBChB programme ensuring an integrated and high quality approach to the teaching of clinical examination, communication, clinical reasoning, and procedural skills across all five years of the curriculum.

The post holder will also contribute to the overall leadership and line management of the FoCM team, reporting directly to the Director of the Foresterhill Clinical Skills Centre and deputising on their behalf when required.

The post holder will be based in the Institute for Education in Medical and Dental Sciences (IEMDS) within the School of Medicine, Medical Sciences and Nutrition and be an active part of a team who have a strong interest in high quality educational research and scholarship.

The post will require excellent organisational and interpersonal skills and require the applicant to develop strong relationships across a wide range of stakeholders including MBChB programme leads, colleagues in partner health boards and colleagues in other educational institutions. The candidate will be involved with development and delivery of core teaching sessions and the materials required for them. They will also work in partnership with all members of the MBChB team and in the future with leads in Sri Lanka delivering the University of Aberdeen Sri Lanka Medical Pathway.

The post is based in Aberdeen but will require occasional travel to teaching sites outside Aberdeen which infrequently will require an overnight stay.



Job description



Main purpose of the role:

The post holder will play a major role in leading the ongoing development and integration of the curriculum with respect to clinical consultation skills including examination, communication, clinical reasoning and procedural skills. In addition the post holder will contribute to the overall leadership and line management of the FoCM team, reporting directly to the Director of the Foresterhill Clinical Skills Centre and deputising on their behalf when required.

Key responsibilities:

Senior Clinical Lecturer in Medical Education

- Curricular Lead for Communication and Professionalism.
- Lead the ongoing delivery and development of clinical consultation skills across the undergraduate medical curriculum including the delivery of teaching, assessment and evaluation.
- Lead and monitor the integration of clinical consultation skills within clinical method teaching at all levels of the curriculum.
- Contribute to MBChB and other clinical programme curriculum activities including outreach activities, marking written assessments, OSCEs and MMI admission processes.
- Take a lead role within the Foundations of Clinical Method team, including undertaking line management, reporting to and deputising for the Director of the Clinical Skills Centre when required.
- Develop ideas for educational evaluation and research for dissemination and support other research activities within the IEMDS.
- Liaise and work collaboratively with colleagues undertaking linked activity within IEMDS, partner NHS boards and across the University.
- Liaise with colleagues in similar roles in other Scottish Medical Schools, and with colleagues responsible for staff development in postgraduate medical education, to develop a co-ordinated and consistent approach.
- Contribute to staff development activities e.g. the MSc in Clinical Education.
- Set, mark and assess work and examinations and provide feedback to students and to colleagues, where appropriate.
- Balance the pressures of teaching, research and administrative demands and competing deadlines.

At a glance

Salary:

Non-Consultant (£55,114 - £77,964 per annum)

Hours of work:

Up to Full-Time (40 hours per week)

Contract type:

Substantive

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.

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 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.

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- The Centre for Health Data Science (<https://www.abdn.ac.uk/achds/>)
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- 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 one of our close clinical partners, 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.

MBChB Programme

Years 1 – 3

In the early years of the programme, the scientific basis of medicine is taught together with an introduction to the principles of disease and to clinical practice - history and examination. Teaching is organised by body system – respiratory, cardiovascular, alimentary etc and integration between science and medicine is promoted whenever possible. Teaching sessions comprise a mix of traditional lectures, small group teaching and practical demonstrations. Much of the teaching is in the new Suttie Centre, which has a state of the art Clinical Skills Centre (CSC) and Anatomy facility. The Foundations of Clinical Method course starts early in first year in the safe environment of the CSC, working with volunteer simulated patients. However ward visits begin in second term with increasing opportunities to see patients in Aberdeen Royal Infirmary and Woodend Hospital, under supervision, to practise basic skills.

In parallel to the Systems courses, there is small group teaching on the Foundations of Primary Care course, which is based in General Practices. This course examines the psychological and societal factors that influence health and disease. A thread of Personal and Professional Development (PPD) also runs through the whole 5-year programme and includes small group discussion, plenary sessions and the development of a portfolio by each student.

Student Selected Components (SSCs) allow students to follow up areas of specific interest both in and out of medicine. There are medically related SSCs in years 1 and 2, while in Year 3 students have the opportunity to spend 6 weeks studying a subject within the general theme of "Medical Humanities". This encompasses a wide range of possible topics including Spirituality, History of Art, Medicine and Economics etc.

Year 4

This currently begins after an extended Easter break in Year 3 and lasts until the end of Year 4. It commences with a 4-week, project based SSC on "Clinical Effectiveness". A new programme of clinical placements is being implemented (from May 2020) where students will rotate through 7 x 6-week rotations broadly based on patient pathways of care. At this stage, students are in small groups on the wards and in clinics, gaining experience in the application of the knowledge and skills they have acquired in Years 1 – 3.

Year 5

This is very much an apprentice year to prepare students for safe practice as a professional member of the healthcare team. The focus is on patient care in its widest sense, rather than specific disease within a body system.

Sri Lanka Medical Pathway

This innovative approach to the award of the University of Aberdeen MBChB degree allows international students to begin their studies in Aberdeen, but transfer to Sri Lanka for Year 4 and Year 5 of the MBChB curriculum. The first students entered the programme in September 2019.

Further details of the MBChB course and also the Masters in Physician Associate Studies are available at: <http://www.abdn.ac.uk/smmsn/>

For this role, the majority of the responsibilities and activities relate to the MBChB programme. On occasions, it may involve teaching and assessment across the range of our healthcare programmes. There will also be opportunities to be involved in the development, management and delivery of the wider curriculum.

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.

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Candidate background

It is expected that candidates will have experience in undergraduate medical education and an established track record in teaching and assessment in communication and professionalism with recent experience of NHS clinical practice.



Terms of appointment

Salary will be at the appropriate point on the salary scale for Clinical Academics below the level of consultant 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

	<i>Essential</i>	<i>Desirable</i>
Education/Qualifications Academic, technical and professional education and training	<ul style="list-style-type: none"> • <i>MBChB or other relevant healthcare qualification</i> 	<ul style="list-style-type: none"> • <i>Post graduate qualification in education or senior fellowship of HEA / AoME</i>
Work and Other relevant experience (including training) eg Specialist knowledge, levels of experience, supervisory experience, research	<ul style="list-style-type: none"> • <i>Experienced medical clinical educator with a proven track record of curriculum development and undertaking assessment</i> • <i>Experience of teaching and supervision in a Higher Education setting in particular related to clinical consultation skills and professionalism</i> • <i>Familiar with different forms of teaching methods, assessment and feedback</i> • <i>Knowledge of the requirements of the GMC for the delivery of medical curricula and Recognition and Approval of trainers</i> • <i>Knowledge of the NHS and how clinical teaching is delivered</i> • <i>Knowledge of equal opportunity issues and issues relating to specific learning needs</i> • <i>Good general computer literacy</i> 	<ul style="list-style-type: none"> • <i>Experience of undertaking educational research and publication in peer reviewed impact-factor journals</i> • <i>Design and delivery of staff development activities</i> • <i>Experience of line management</i>
Personal qualities and abilities eg initiative, leadership, ability to work on own or with others, communication skills	<ul style="list-style-type: none"> • <i>Excellent communication skills and evidence of building networks across organisations including NHS</i> • <i>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</i> • <i>Ability to respond appropriately and in a timely manner to new developments and opportunities</i> • <i>Ability to work independently at strategic level as well as within the wide educational team to meet goals</i> 	

Other

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

- *Good organisational skills*
- *The IEMDS makes extensive use of VC for discussions, meeting and teaching, but some travel to work directly with teaching teams outside Aberdeen may be required. Most frequently this does not include requirements for overnight stays*

The University



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The city and the region

Aberdeen and Aberdeenshire

Aberdeen is world renowned for the key part it plays in Europe's energy industry 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.

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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 31 March 2020

Should you wish to make an informal enquiry please contact:

Dr Angus Cooper, Director of the Clinical Skills Centre at Foresterhill
angus.cooper@abdn.ac.uk / 01224 437816

Professor Rona Patey, Director of the Institute for Education in Medical and Dental Sciences
r.patey@abdn.ac.uk / 01224 437972

Professor Colin Lumsden MBChB Programme lead
colin.lumsden@abdn.ac.uk / 01224 437962

Please do not send application forms or CVs to Professor Patey, Professor Lumsden or Dr Cooper.

Please quote reference number MED097A on all correspondence