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UNIVERSITY OF
ABERDEEN

Senior Clinical Lecturer (Scholarship) in General Practice

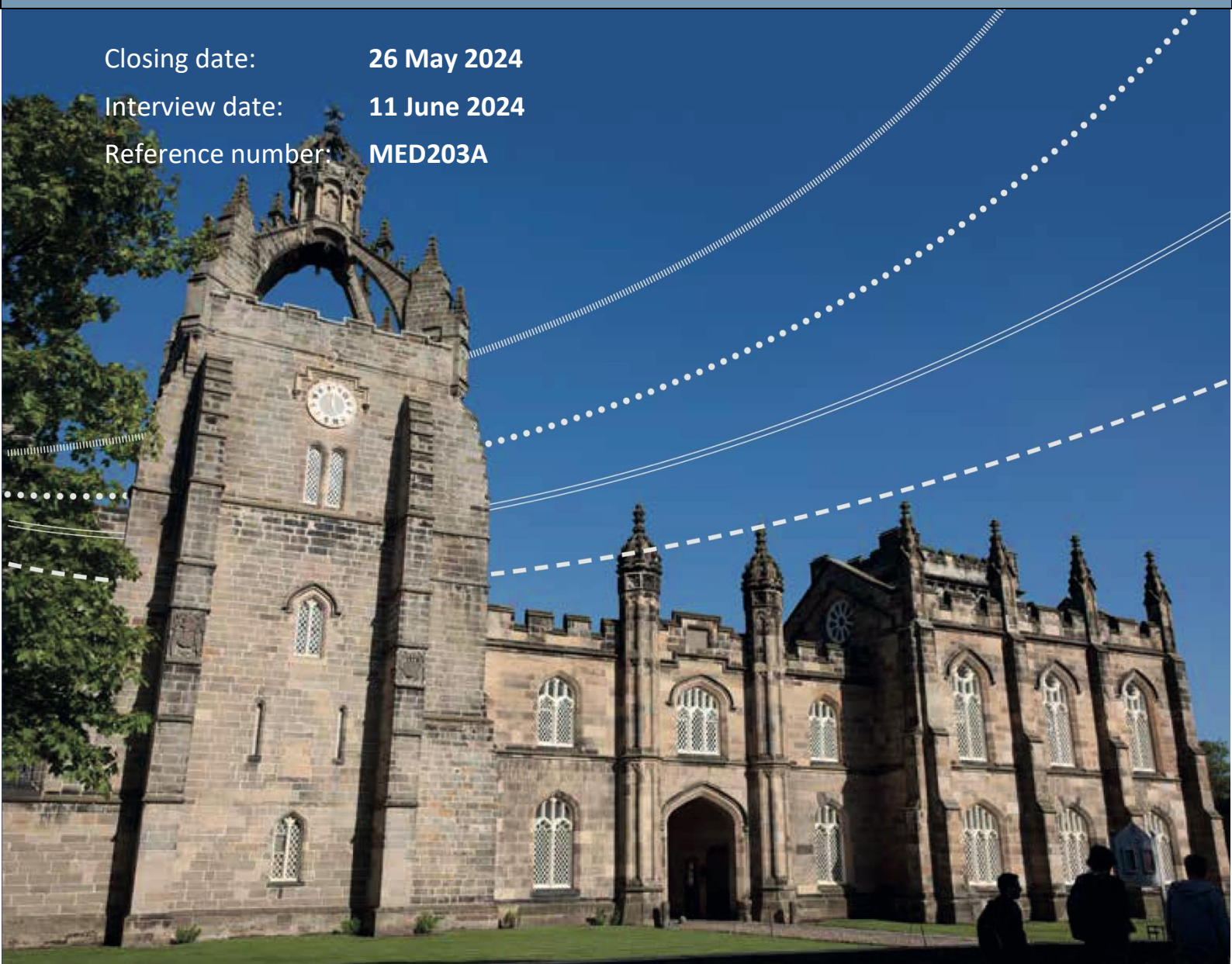
Multiple posts available

**INSTITUTE OF EDUCATION IN HEALTHCARE & MEDICAL SCIENCES,
SCHOOL OF MEDICINE, MEDICAL SCIENCES & NUTRITION**

Closing date: **26 May 2024**

Interview date: **11 June 2024**

Reference number: **MED203A**



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INTRODUCTION

Applications are invited from General Practitioners registered with the General Medical Council. These posts are based in the Institute of Education in Healthcare and Medical Sciences, part of the School of Medicine, Medical Sciences and Nutrition. The post holders will therefore be part of a team with an international reputation in medical education. Based on one of the biggest health campuses in Europe, our students benefit from a systems-based integrated approach. The role offers excellent opportunities for development of medical education skills with outstanding facilities and a supportive culture provided by the School and within the wider university setting. The Institute is proud of its position ranking Aberdeen as number 1 in the UK to study Medicine in the Guardian League Tables of UK Medical Schools in 2023, reflecting its student-centred approach.

JOB DESCRIPTION

MAIN PURPOSE OF THE ROLE:

The post holders will be dynamic and enthusiastic with the ability to inform and inspire students. Using their clinical experience of General Practice, the successful candidates will be able to nurture the skills and knowledge required of the modern day medical graduate. This is a formal 10% full-time equivalent (FTE) role with the University which requires commitment through the academic year. The post holder will be supported by the existing University GP and Community Medical Education (GPCME) team. The post holder will join an existing team of 10 other GPs in this role.

KEY RESPONSIBILITIES:

- Primarily to deliver and facilitate teaching to groups of Year 3 medical students, based on a clinical approach to General Practice
- Contribute to curriculum design and development
- Participate in formal assessment of Year 1-5 medical students via OSCEs
- Participate in student interviews for Medical School (MMIs)
- Supervise small groups of student-led projects

CANDIDATE BACKGROUND

Applicants should have current or very recent clinical experience of working in General Practice. The successful candidate should have excellent communication and teaching skills and be able to engage and enthuse students.

TERMS OF APPOINTMENT

Salary will be at the maximum point on the Clinical GP salary scale, 10% of £103,242 per annum, pro rata.

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.

It is anticipated that the vast majority of teaching, assessment and supervision duties will take place in-person on the Foresterhill campus.

This post does not meet the minimum requirements for visa sponsorship under the Skilled Worker Route. We are therefore unable to consider applicants for this post that require sponsorship to work in the UK.

These posts are jointly supported by the University of Aberdeen and NHS Grampian.

They are funded from NHS Grampian's ACT moneys. ACT (Additional Cost of Teaching) is funding which NHS Boards receive from the Scottish Government for activities and costs incurred by the NHS in supporting undergraduate medical education, such as the activity relating to these posts.

AT A GLANCE

SALARY:

Clinical GP

10% of £103,242 per annum, pro rata

HOURS OF WORK:

10% FTE, 4 hours per week

CONTRACT TYPE:

Substantive

LOCATION:

Aberdeen



PERSON SPECIFICATION

	ESSENTIAL	DESIRABLE
Education/Qualifications Academic, technical and professional education and training	<ul style="list-style-type: none"> GMC registration GP 	<ul style="list-style-type: none"> Postgraduate teaching qualifications, e.g. MSc, PG Dip, PG Cert
Work and Other relevant experience (including training) e.g. Specialist knowledge, levels of experience, supervisory experience, research	<ul style="list-style-type: none"> Current or very recent clinical General Practice experience Confident and independent clinician General good computer literacy Knowledge of equal opportunity issues 	<ul style="list-style-type: none"> Experience in undergraduate medical education and group facilitation Understanding of the University of Aberdeen MBChB curriculum Understanding of GPCME Teaching within the University of Aberdeen
Personal qualities and abilities e.g. initiative, leadership, ability to work on own or with others, communication skills	<ul style="list-style-type: none"> Excellent communication and teaching skills Able to engage and enthuse students in a group teaching session Good organisational skills Effective team worker Punctual and reliable, with excellent time management skills Commitment to an inclusive and supportive culture that promotes a student-centred approach 	
Other e.g. special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.	<ul style="list-style-type: none"> Able to attend in-person on Foresterhill teaching site primarily on Wednesday mornings 	<ul style="list-style-type: none"> Occasional flexibility of working days/hours

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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 students³.

³ Times Higher Education World University Rankings 2021



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 goals⁴.

Our highly cited work in zero-carbon technology and global outlooks makes us Scotland's best institution for environmental research⁵.

⁴ Times Higher Education Impact Rankings 2022
⁵ QS World University Rankings 2022

THE SCHOOL OF MEDICINE, MEDICAL SCIENCES & 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/>

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.

MBChB Programme

Aberdeen is home to the oldest English-speaking medical school and has been training doctors since 1495. The programme has been designed to provide the appropriate basic medical education required to underpin postgraduate training and professional practice. Our programme consistently performs well in national measures of student satisfaction and was ranked as 2nd in the UK for Medicine, Guardian University Guide 2022; Top 10 in the UK for Medicine, The Times, and Sunday Times Good University Guide 2022.

Further details are available at <http://www.abdn.ac.uk/smmsn/undergraduate/medicine/index.php>.

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. The programme starts with the Foundations of Medicine, an introduction to Anatomy, Clinical Skills and the principles of General Practice. 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 lectures, both face to face and those delivered on-line, with facilitated case based learning, small group tutorials 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 Clinical Skills course starts early in first year in the safe environment of the CSC, working with volunteer simulated patients and peer examination. 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.

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

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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”. Medical Humanities aims to give students an alternative perspective on medicine, healthcare, illness, or disability. This is achieved by studies in an extensive range of Humanities subjects including anthropology, economics, history, sociology, educational studies, divinity, art and music.

Year 4

The Year 4 curriculum is a clinically-based, person-centred learning experience that builds on the breadth and depth of specialty knowledge from the earlier years systems-based teaching. Students develop their clinical reasoning, diagnostic and management skills for both individual patients and patient populations of all ages, with medical conditions affecting any of the body systems. Students undertake seven six-week clinical blocks during which experience will be gained in many different clinical areas and disciplines including, Acute medicine and critical care; Surgery and critical care; Reproductive and child health; General Practice; Long term conditions and integrated care; Mental Health; Diagnostics and student preference attachments.

At least one of these clinical blocks will be undertaken in Inverness. However, students may choose to undertake the Remote and Rural option for all the blocks in Year 4, and these students will be based in Inverness for the year. Five horizontal themes also arc across the curriculum: diagnostics, end of life care, health data science, quality improvement, cost and value of healthcare.

Year 5

Final year represents a deliberate change in approach from the systems-based learning of Years 1 to 4, to experience professional practice as a member of the clinical team dealing with the whole patient. The year comprises five courses in all. There are three 8-week clinical attachments in the broad areas of Medicine, Surgery and Community Health (General Practice or Psychiatry). As far as possible, students have a choice of specialty within these blocks. Each of these courses covers generic core skills, common to all areas of medical practice, in which students are required to become proficient. At least one of the clinical courses will be undertaken in Inverness or Elgin.

Year 5 is very much an apprentice year when students become much more actively involved in the role they will be expected to perform as Foundation Doctors.

Of the remaining two courses in Year 5, one is a project-based Elective on a medical topic. This is an 8-week block which students arrange by themselves, with help from a local supervisor and a network of Electives Advisers. Previously the majority of students undertook this elective period abroad. The other course is the Professional Practice Block which is split into 2 sections, one at the start of the year and the other at the end. This course is designed to facilitate the transition from student to Foundation Doctor.

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, 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 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.

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 out more visit www.visitabdn.com

EQUALITY AND DIVERSITY

The University values and celebrates a diverse working and learning environment and recognises the richness this brings, both in terms of contributing to the success of the University and creating safe and inclusive cultures. The University welcomes applications from individuals with diverse lived experiences.

The University supports flexible working, including hybrid working arrangements, and has policies in place to facilitate this where it is appropriate. The policies can be found at <https://www.abdn.ac.uk/staffnet/working-here/flexible-working--5607.php>.

The University is committed to progressing gender equality across all its functions and has been a proud member of the Advance HE Athena Swan Charter, achieving an institutional Bronze award, one Silver departmental award for the School of Psychology and eleven departmental Bronze awards. LGBTQ+ equality is championed through the University's membership of the Stonewall Diversity Champions Programme, where the University has achieved a Silver award in the Workplace Equality Index. The University is on a continual journey to respond to, and combat, GBV in our community and beyond. We are proud to be working towards the EmilyTest Charter, in partnership with the charity, EmilyTest. We all have a role to play in knowing how to signpost colleagues and students to support for gender-based violence, and training and support is available to all staff on this topic.

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 staff and students who identify as belonging to a racialised group. The University launched its Antiracism Strategy in 2022, representing a bold framework for progress on race equality. Recognising the importance of addressing the under-representation of racialised groups in the senior team, the University's new Recruitment and Selection Policy embeds specific positive action measures to address this.

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. The University's Wellbeing Strategy commits it to progressing work to tackle stigma related to mental health and action to promote and improve health and wellbeing for staff and students. Candidates who are British Sign Language (BSL) users can contact us directly by using [contact SCOTLAND-BSL](#)

The University's work on equality, diversity and inclusion is supported by a range of networks and engagement activities, designed to provide safe spaces and raise awareness of the support available and the steps everyone can take to create inclusive campuses.

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

HOW TO APPLY

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

The closing date for receipt of applications is **26 May 2024**

Should you wish to make an informal enquiry please contact:

Dr Naomi Dow, Year 3 Lead, General Practice and Community Medical Education
(naomi.dow@abdn.ac.uk) or

Dr Cath McLaren, Deputy Year 3 Lead, General Practice and Community Medical Education –
(catherine.mclaren@abdn.ac.uk)

Please do not send application forms or CVs to Dr Dow or Dr McLaren.

Please quote reference number MED203A on all correspondence