

**PLYMOUTH
UNIVERSITY
PENINSULA**
SCHOOLS OF MEDICINE & DENTISTRY



**PENCLAHRC ASSOCIATE PROFESSOR
(READER) IN HEALTH SERVICES
RESEARCH**

NIHR CLAHRC
South West Peninsula

NHS
*National Institute for
Health Research*



WELCOME

As Dean of Plymouth University Peninsula Schools of Medicine and Dentistry I would like to welcome you to Plymouth and to our Faculty. This is an exciting opportunity to become part of a successful and enthusiastic team committed to improving patient and public health outcomes through innovative health research and implementation.

Within our schools (Medicine, Dentistry and Biomedical and Healthcare Sciences) you will find activities underpinned by three core principles:

- Exceptional clinical teaching
- Strong social engagement
- World-class research

Our research brings together world class strengths and trans-disciplinary collaboration through a 'bench to bedside and back' research strategy across community and hospital teams. The partnership approach we take with our students is mirrored by our relationships with our research collaborators within the University, in local healthcare organisations, patient groups and commercial organisations. We emphasise enterprise, partnership and sustainability, and act as a catalyst to advance knowledge and understanding to bring social, cultural and economic benefits to those with whom we work.

We wish to appoint an Associate Professor (Reader) with expertise in health services research to join our Primary Care Group as a key part of Clinical Trials and Population Studies (CTPS). This group has a democratic ethos and a high level of success in attracting funding.



You will be a part of the National Institute for Health Research Collaboration for Leadership in Applied Health Research and Care South West Peninsula (NIHR PenCLAHRC) team and have opportunities to build partnerships with leading health services researchers across the Universities of Plymouth and Exeter. While based in the Primary Care Group, PenCLAHRC links with other groups within CTPS and a range of researchers within the Institute of Health and Community (IHC).

NIHR PenCLAHRC's novel ground-up approach to research, led by patients, clinicians and managers in collaboration with researchers, has led to notable successes and we are determined to build on these. More than anything, we are dedicated to doing research that makes a difference. If this sounds like the kind of environment in which you would flourish, and you meet the criteria set out in the job description, we would really like to hear from you.

Professor Robert Sneyd
Dean
Plymouth University Peninsula Schools
of Medicine and Dentistry



**Ranked 40th in UK for
research quality and
impact in the 2016 CWTS
Leiden Rankings**

CLINICAL TRIALS AND POPULATION STUDIES



Clinical Trials and Population Studies (CTPS), led by Professor Adrian Taylor, includes several research groups:

- Primary Care Group
- Clinical Neurology Group
- Dental Health Research Group
- Obesity and Diabetes Group
- Medical Statistics Group
- Peninsula Clinical Trials Unit (PenCTU)

Within the Plymouth University Peninsula Schools of Medicine and Dentistry (PU PSMD), CTPS is responsible for Health Services Research as a part of the Institute of Translational and Stratified Medicine. Many researchers in CTPS are also members of the Institute of Health and Community which brings together applied health research across different professional schools. Most staff are now co-located in the Plymouth Science Park near to the medical school and Derriford Hospital.

Primary Care Group

The Primary Care Group led by Professor Richard Byng, encompasses prevention as well as care for those with complex needs, and is committed to multi-professional work across the range of community settings. The group is increasingly recognised as having expertise in designing and evaluating complex interventions to improve mental health care, integrated care and care for marginalised groups. Richard is also Deputy Director of PenCLAHRC and the group hosts the Plymouth PenCLAHRC team. Research income and the number of researchers in the group have risen rapidly in the last five years.

Some of our most significant research studies have focused on developing systems and personalised interventions (in-person or remotely through web-based support) to address the complex needs of offenders, people with severe mental illness and other chronic conditions. Behaviour change research addresses smoking, inactivity and obesity. The Person Centred Co-ordinated Care programme, a key area of work for PenCLAHRC and developed in collaboration with the SW Academic Health Science Network (AHSN), addresses the organisational and clinical problems experienced by individuals with multiple long term conditions.
<https://www.plymouth.ac.uk/research/primarycare/>

Other research teams in CTPS

The PenCTU is a UK Clinical Research Collaboration (UKCRC) registered Clinical Trials Unit (CTU), currently supported by a National Institute for Health Research (NIHR) CTU infrastructure grant. The PenCTU has expertise in developing, supporting and coordinating multi-centre clinical trials and other well-designed studies to deliver the full spectrum of clinical trial expertise across the South West Peninsula.

The Medical Statistics Group provide strong statistical support across a wide range of research, from laboratory based studies to randomised trials. Dr Siobhan Creanor leads the group which works closely with the adjacent PenCTU and collaborators across the UK.

The Clinical Neurology Research Group, led by Dr Camille Carroll and Professor Jeremy Hobart, have developed an international reputation over the past 10 years for conducting clinical trials with patients with multiple sclerosis, Parkinson's disease and dementia. Further work, led by Dr Craig Newman, involves development and evaluation of patented mobile health innovations for neuro-degenerative diseases and for epilepsy risk detection.

The Dental Health Service Research Group, led by Professor David Moles with Dr Mona Nasser, are based within the UK's only primary care dental school. They conduct research on health inequalities, and conduct systematic reviews such as the effectiveness of health promotion for dental health.

The Obesity and Diabetes team, led by Professor Jon Pinkney, focus on epidemiological and intervention research addressing the individual (e.g. genetic, lifestyle) antecedents of and progression to metabolic health.



NIHR CLAHRC
South West Peninsula



NIHR CLAHRC for the South West Peninsula
<http://clahrc-peninsula.nihr.ac.uk/>

PenCLAHRC is the National Institute for Health Research (NIHR) Collaboration for Leadership in Applied Health Research and Care (CLAHRC) South West Peninsula. We are a partnership of NHS Trusts across Devon, Cornwall and Somerset, plus the Universities of Plymouth and Exeter. Our five year grant from the NIHR is matched by an equal amount of matched funding, the majority of which is provided in kind by our University partners. We also receive some matched funding from the South West Academic Health Science Network (AHSN), other NHS bodies and charities.

PenCLAHRC has three key objectives:

1. To increase the volume and quality of patient-focused research in the South West
2. To improve health outcomes by more effective use of evidence to drive health services
3. To increase capacity within the health economy to use and generate evidence

Our model of partnership working across the whole research and practice continuum aims to address both the much discussed research-into-practice gap and the equally important practice-into-research gap.

PenCLAHRC directly supports about 60 members of staff and 15 PhD students, primarily across sites in Exeter and Plymouth. We also support a number of NHS colleagues who work closely with us and have a wide network of affiliated colleagues across the South West. You can find out more about our team via our staff database <http://clahrc-peninsula.nihr.ac.uk/staff>. Professor Stuart Logan, based in Exeter, leads PenCLAHRC.

Institute of Health and Community

The Institute of Health and Community (IHC) is a multi-disciplinary Institute with a vibrant research culture and a focus on innovation and enterprise. The Institute now includes all researchers involved in applied health research from across the schools of Health Professions, Nursing & Midwifery, and Medicine & Dentistry. It is currently recruiting a new Director to lead and champion the provision of high quality research, scholarship and external engagement.

ROLE DESCRIPTION

This is a full-time permanent post within the National Institute for Health Research (NIHR) Collaboration for Leadership in Applied Health Research and Care (CLAHRC) South West Peninsula (PenCLAHRC), based in Plymouth University Peninsula Schools of Medicine and Dentistry. Salary will be commensurate with experience and will be in the range of £48,327 - £55,998.

We wish to appoint an Associate Professor (Reader) with demonstrable expertise in health services research. You will be expected to both develop and support research projects adopted by PenCLAHRC and to identify research and implementation ideas in your own field and develop these into funding proposals and a programme of research. You will work as part of the Plymouth based PenCLAHRC team as a key part of the Primary Care Group within Clinical Trials and Population Studies. You will also work closely with the PenCLAHRC team based in Exeter and have opportunities to build partnerships with leading health services researchers across both universities.

We are keen to develop Principal Investigator capacity in our areas of strength, namely mental health, health promotion, person centred approaches, inequalities and care for individuals with multi-morbidity or long term conditions. We also welcome applicants with portfolios in the following:

- Dementia
- Obesity
- Neurological conditions
- Acute admissions
- Inter-professional working
- Care homes
- e-health and m-health
- Implementation science
- Other areas of significant importance to the NHS and social care agenda.

In addition to leading your own programme of work through successful funding applications, this role will also have more formal leadership and management responsibilities. You will be expected to lead research teams including:

- Mentoring colleagues with less experience and advising on their professional development
- Coaching and supporting colleagues in developing their research techniques
- Supervising the work of others, for example in research teams or projects
- Developing productive working relationships with other members of staff
- Co-ordinating the work of colleagues to ensure equitable access to resources and facilities
- Dealing with standard problems and helping colleagues to resolve their concerns about research progress

Being a part of the CLAHRC and rapidly growing Primary Care Group, you will have access to all the support needed to build successful programmes of research: internationally renowned collaborators; methodological expertise; peer support from colleagues and excellent management and administrative support. PUPSMD offers local CPD events including in-house sessions for specific groups of academics,

regular lunchtime seminars and tailored support/mentoring for individuals on a case by case basis. As a member of the University academic community you will also have access to valuable support to help with funding applications, research ethics, intellectual property and impact. There is a strong programme of research development and training, with over 120 sessions each academic year. We have strong mentoring and support networks not only within PUPSMD but across the wider University. Relocation expenses will be available for the successful candidate.

Every member of staff at Plymouth University contributes to delivering the University's mission to advance knowledge and transform lives through education and research. This post is primarily focused on research and the applicant will also have opportunities to contribute to teaching. For an informal discussion, please contact: Professor Richard Byng - richard.byng@plymouth.ac.uk

Knowledge, Education and Training:

- Appropriate postgraduate academic qualification in a relevant field, usually a doctorate or recognised equivalent including professional accreditations and qualifications
- Be nationally recognised in health services research

Experience:

- A demonstrable track record of publishing own research in leading journals
- Experience of acting as a Principal Investigator on research projects
- A strong track record of attracting significant research funding and delivering high-quality outputs using that funding
- Evidence of effective management of significant research projects/programmes
- Knowledge and experience of undertaking a broad range of health services research using a range of quantitative and qualitative methodologies
- Evidence of the ability to collaborate actively both within the Institution and externally to complete research projects and advance thinking
- Experience of formal leadership and management roles
- Experience of postgraduate teaching and supervision
- Experience of managing research budgets

Skills:

- Writing academic publications and reports
- Developing health research programmes and projects
- Leading the development of specialist research methodologies
- Supervision of research staff; to include mentoring and leading in research skills tutoring
- Intellectually rigorous and able to theorise research
- Able to identify sources of funding, generate income, obtain consultancy projects, or build relationships for future activities
- Excellent written, verbal and oral communication skills with an ability to communicate complex and conceptual ideas to a range of groups



University Behaviours:

- Demonstrates self-leadership/self-management
- Develops self and others to deliver
- Leads and operates in times of change and ambiguity
- Builds and secures value from relationships
- Drives innovation and action
- Creates and contributes to a shared vision
- Uses sound business judgement

This job description provides a general reflection of the key accountabilities associated with the post. It is expected that the role holder will undertake any other reasonable activities to assist in effective service delivery. Particular emphasis on key accountabilities and indicators of success will be defined in discussion between the individual employee and their manager as part of the University's PDR process.

All activities undertaken within this role need to be in compliance with the University's Safety Policy and undertaken in a way that demonstrates the University's commitment to Equality and Diversity for staff, students and partners.

Accountability	Indicator of Success
<ul style="list-style-type: none"> • Lead the definition of research objectives, projects and proposals, conducting research collaboratively and ensuring that the outputs of research are used to enhance teaching where relevant. Identify suitable sources of funding and contribute to the process of securing funds. 	<ul style="list-style-type: none"> • Research group, Faculty, School and University reputation • High quality research outputs as judged by accepted standards of excellence in relevant discipline • Peer review • External profile and reputation • Individual contribution to the REF and external review of outputs • Levels of external funding secured that include a proportion of PI level funding
<ul style="list-style-type: none"> • Contribute to the development of overarching research strategy, defining specific objectives to ensure furtherance of knowledge and its application. Conduct independent research, act as project leader and contribute to refereeing and peer review processes. Ensure the translation of research outputs into teaching materials. Raise the profile of the individual, research group, Faculty, School and University by presenting at relevant conferences and other fora. 	<ul style="list-style-type: none"> • Research group, Faculty, School and University reputation • Individual contribution to the REF and external review of outputs • High quality research outputs as judged by accepted standards of excellence in relevant discipline • Peer review • External profile and reputation • PDR feedback
<ul style="list-style-type: none"> • Ensure that research projects are delivered on time and in accordance with regulations, by resolving issues, contributing to the decision-making process, providing support/advice and identifying opportunities to develop innovative approaches. 	<ul style="list-style-type: none"> • Compliance of courses with regulation • Student learning outcomes • Student satisfaction survey outputs • PDR feedback
<ul style="list-style-type: none"> • Supervise the work of postgraduate students and mentor colleagues, enabling personal and research skills development. • Provide high quality teaching as appropriate. 	<ul style="list-style-type: none"> • Research student satisfaction survey outputs • Research student studentship completion rates • Staff turnover and satisfaction rates • Module evaluations • Teaching observation and peer review • PDR feedback
<ul style="list-style-type: none"> • Lead and develop internal and external networks via participation in relevant committees and engagement with key stakeholder organisations including: other education institutions, employers and professional bodies nationally and internationally. 	<ul style="list-style-type: none"> • Research group, Faculty, School and University reputation • External profile and reputation nationally and internationally • PDR feedback
<ul style="list-style-type: none"> • Provide high quality pastoral care and/or tutoring for research, postgraduate and undergraduate students as appropriate to the role. 	<ul style="list-style-type: none"> • PDR feedback
<ul style="list-style-type: none"> • Provide academic leadership across a specific area by contributing to the development of teams and individuals, through coaching and mentoring and inputting to the performance development review process. Lead project teams within an area of responsibility, ensuring that teams work collaboratively. 	<ul style="list-style-type: none"> • Staff satisfaction surveys • Peer feedback • PDR feedback
<ul style="list-style-type: none"> • Contribute to the overall management of the Faculty by contributing to: budget management, business planning, strategic planning, resourcing and quality assurance. 	<ul style="list-style-type: none"> • Budget management • Business planning • Resourcing • Quality assurance • PDR feedback



ABOUT THE UNIVERSITY OF PLYMOUTH

Founded in 1862 as a School of Navigation, and granted formal university status in 1992, The University of Plymouth is ranked among the top 2% of universities in the world*.

Its mission – to advance knowledge and transform lives through education and research – is manifest in the potent combination of first-class, innovative teaching and clusters of world-class research, and a commitment to widening participation and social inclusion, so that students are supported and encouraged to unlock their true potential.

One of the largest universities in the country, with over 26,000 students benefiting from a Plymouth education, the University has invested around £250 million to create a vibrant campus in the heart of the city. It is home to teaching and research expertise across the academic spectrum: from science and engineering to health and medicine; business and entrepreneurship to arts and the humanities. Within the top 50 universities for research, according to the 2014 Research Excellence Framework, the University also has a record number of National Teaching Fellows, and is the first modern university to launch its own medical and dental schools.

The University's motto – *Indagate, Fingite, Invenite*, or 'Explore, Dream, Discover' – embraces its spirit of restless inquiry and curiosity, its civic and regional leadership, and its proud tradition of encouraging innovation and entrepreneurship. It owns and oversees more than £100 million worth of business incubation, innovation and science park assets across Devon and Cornwall, and is the national lead for the Social Enterprise Network. Plymouth has also been recognised as being the first university in the world to receive the Social

Enterprise Mark for its long-standing support of the sector.

Twice winner of the Queen's Anniversary Prize for Higher and Further Education, and repeatedly ranked as one of the greenest and most sustainable universities, Plymouth also has one of the largest partnerships of further education colleges in the country, stretching from the far west of Cornwall to Bristol and the Channel Islands. And with strong international partnerships in countries such as Sri Lanka, Hong Kong – China and Singapore, there are now some 13,000 Plymouth University students enrolled on degrees at partner institutions.

The University has a large and diverse student population from a variety of backgrounds and experiences, and enjoys the educational and cultural benefits that this brings. Its well-established programme of outreach activities is raising levels of attainment, aspiration and applications among under-represented groups, and the University sponsors of several academies in the region.

*Times Higher Education World Rankings 2015



LOCATION AND LIFESTYLE

Boasting perhaps the finest natural location of any city in the UK, Plymouth is defined by its colours and dynamic contrasts. Its dazzling natural waterfront and deep water harbour have provided a blue canvas for centuries of maritime and naval narrative, a proud global tradition dating back to Sir Francis Drake.

Today, 'Britain's Ocean City' is home to an unparalleled collection of world-renowned marine institutions, the National Marine Aquarium, the largest naval dockyard in Western Europe, a thriving fishing port, and some of the UK's finest beaches and sailing waters. Framed by the rivers Tamar and Plym, Plymouth is also a green city thanks to the rugged splendour of Dartmoor to the north, and the rolling hills, valleys and estuaries of the South Hams, an Area of Outstanding Natural Beauty.

Home to more than 250,000 people, Plymouth is the largest city in the South West Peninsula, and its location on the border of Devon and Cornwall ensures it serves as the major industrial and cultural hub for the region. Its recent success in attracting new businesses and inward investment was emphasised by its securing of City Deal status in 2014, which will see Plymouth leverage some £300 million of private funding to establish itself as the centre of marine renewable energy research and development. It also attracts major national events such as the America's Cup and Transat races, the British Art Show, the MTV Crashes festival, and the British Firework Championships.

Despite its idyllic location, Plymouth is well-served by transport links to the rest of the country, with mainline train services to London Paddington, the Midlands and the North; a fast link to the M5 motorway; a large ferry port with services to France and Spain; and easy access to the region's airports at Newquay and Exeter.



The University is committed to providing information in accessible formats. If you require information from this application pack in an alternative format, please contact hr@plymouth.ac.uk