

Young, Liza

From: Mcewan, Heather M
Sent: 12 December 2011 14:24
To: Smith, Gwen; Dyker, Debbie J.; Greaves, Michael
Subject: FW: Dunlop Chair: draft Job desc, person spec and advert
Attachments: fps.doc; Ad.docx

Hi Gwen

Can you please have a look at the attached. These are the same documents that you sent through to me, but can you please tell me if Mike needs to add anything into the parts with the comments or are we good to go?

Thanks
Heather

From: Mcewan, Heather M
Sent: 12 December 2011 11:52
To: Dyker, Debbie J.
Subject: RE: Dunlop Chair: draft Job desc, person spec and advert

Hi Debbie

Please find attached the Ad/Fps for this post. There are still some comments for Mike on there so not sure if they have been dealt with?

Also in the advert it says to contact Bhatti for information, but in the FPS it says Phil, which person would be more appropriate do you think?

Also can we have a think about the panel as i don't have a list of assessors/experts though from gwen yet.

Thanks
H

From: Dyker, Debbie J.
Sent: 12 December 2011 10:51
To: Greaves, Michael
Cc: Mcewan, Heather M
Subject: RE: Dunlop Chair: draft Job desc, person spec and advert

I think we have already done a bit of work on them.

Heather – can you pass the latest version of Dunlop Chair docs that I/Gwen sent you. I think these are in a position to be advertised when funding all good.

D

From: Greaves, Michael
Sent: 12 December 2011 10:48
To: Dyker, Debbie J.
Subject: FW: Dunlop Chair: draft Job desc, person spec and advert

This looks OK to me- any comment?
Mike

From: Stefan Geider [<mailto:s.geider@camphillmedical.org.uk>]
Sent: 22 November 2011 15:19
To: Haites, Neva; Greaves, Michael
Cc: Gerhard Florschutz; Aileen Primrose rCahsc
Subject: Dunlop Chair: draft Job desc, person spec and advert

Hi Neva & Mike

apologies for the sleight delay in sending you our first draft. As you will see we have based it on the "Prof for Primary Care" document.

Please feel free to revise as you see fit and also insert where your input is necessary. in the meantime Vickie has send as a draft formal financial agreement document to work with, which we hope to return by the end of the week.

look forward to your reply

best wishes

Stefan

UNIVERSITY OF ABERDEEN
COLLEGE OF LIFE SCIENCES AND MEDICINE
SCHOOL OF MEDICINE AND DENTISTRY
PROFESSOR OF DUNLOP CHAIR FOR INTEGRATIVE HEALTH CARE AND MANAGEMENT
REF NO: YHE076A
FURTHER PARTICULARS FOR APPLICANTS

1. THE POST

The University of Aberdeen, College of Life Sciences and Medicine, School of Medicine and Dentistry seeks to appoint a Professor of Integrative Health Care and Management (Dunlop Chair). Current and future challenges in the health and social care sectors (e.g. the aging population or challenges with new diseases of modern civilization), will require integrative approaches that not only complement the dominance of technical - medical progress by equally addressing patients' physical, emotional, social, and spiritual needs and capabilities but also seek to work across the relevant disciplines/foster cross-disciplinary working (eg health ,education and social care). Sustainable management techniques, that engender care giver motivation and develop competencies suited to an environment of rapidly declining economic resources and subsequent dramatic prioritization decisions, are necessary to allow for the required transformation in the health and social care sectors. The University of Aberdeen therefore wishes to establish the Dunlop Chair of Integrative Health Care and Management. The chair aims to support scientific methods, effective integrative medical and therapeutic approaches, and innovative care management that facilitate a shift towards sustainable patient- centered health and social care.

The post holder will have the remit to shape the research strategy for the chair, generate the required funding, and develop and provide respective teaching at both undergraduate and postgraduate levels. International networks and research collaborations are essential to strengthen the profile of the chair.

The post holder will join a team of researchers whose research interests are aligned with those of the Division of Applied Health Sciences Research themes of Determinants and Diagnosis of Conditions, Evaluation of Health Care Interventions, Delivery and Organisation of Care.

Comment [W1]: MG: Please insert as appropriate

Candidates will be medically qualified, with a PhD/MD or equivalent, be a recognised expert in an aspect of medical research and have a record of high quality published research and a strong track record in securing research funding. Professional expertise either in clinical medicine and/or health care industry is mandatory. Leadership skills are essential. Additional qualifications (e.g. MPH and/ or MBA) are desirable. Work and/ or research experience of the system of anthroposophic medicine is essential.

The appointee will be line-managed jointly by the Head of the Medical School and Head of College of Life Science.

2. KEY DUTIES AND RESPONSIBILITIES

The roles of the post holder are:

- To develop the chair both in its scientific and financial aspects
- To develop and implement the research strategy for the chair
- To identify research opportunities and prepare research bids in line with the strategy. This will include horizon-scanning and spotting new research opportunities that build further capacity

- To act as both Principal and Co-Investigator in competitive externally funded income, liaising with key academic stakeholders across Scotland, the UK and internationally to ensure delivery of high quality excellent research
- To initiate and identify opportunities for knowledge transfer and dissemination activities. This may involve hosting seminars; conference organisation or other teaching and training inputs; and preparation of user – orientated outputs;
- To develop collaboration within the [insert appropriate division please] and with the School of Education particularly regarding BA in Social Pedagogy
- To develop an international collaboration and network with regards to integrative health and social care management
- To participate, as opportunities present, as a member of national and international research commissioning or relevant bodies.
- To supervise PhD students, and student dissertation projects
- To contribute to the teaching of MBChB and other students
- To maintain clinical skills and/or management skills through an appropriate arrangements

3. ESSENTIAL KNOWLEDGE, SKILLS AND EXPERIENCE

Reflecting the job description above, you should demonstrate the following attributes:

Essential attributes

- GMC registration
- PhD/MD in relevant medical/ health services research
- MBChB or equivalent
- In depth knowledge of and practice experience in the system of anthroposophic medicine as an integrative approach
- Strong track record of applied and methodological research published in leading peer-reviewed journals
- Strong record of securing competitive research grant income
- Experience of working in multi-disciplinary teams and commitment to collegiality
- Capacity to mentor and develop junior staff
- Excellent interpersonal, communication and administrative ability
- Ability to work with minimum supervision
- Ability to show initiative and leadership in research
- Good management skills
- Good oral presentation, teaching and written skills
- Ability to work to tight deadlines, with good time management
- Ability to work flexibly and present ideas to diverse audiences
- Willingness/ability to travel
- Knowledge of research governance and quality assurance issues

Desirable attributes

- Knowledge of the wider context of Integrative medicine
- Knowledge of the broad context of healthcare in the UK and Europe
- NHS and/or policy environment
- Experience of preparing ethics approvals

4. PRIMARY CARE

The Centre for Academic Primary Care comprises staff from a wide range of backgrounds including general practice, physiotherapy, pharmacy, and psychology as well as health services researchers. There are approximately 40 research staff, 12 teaching staff and 12 PhD students in Primary Care, currently located in offices within the Polwarth Building at Foresterhill, the main hospital site in Aberdeen. There is excellent computing, IT and database support. The Centre of Advanced Studies in Nursing is embedded within Primary Care and comprises two core academic staff, researchers, postgraduate students and an administrator. Staff in Primary Care are managed either through the Division of Medical and Dental Education or the Division of Applied Health Sciences. This post will be based in the Division of Applied Health Sciences and will have a combined teaching and research remit. The Division of Applied Health Sciences (DAHS) is in the College of Life Sciences and Medicine. In addition to Primary Care it includes the internationally renowned Health Economics and Health Services Research Units, (jointly ranked 1st in the Units of Assessment in the 2008 RAE) as well as Primary Care, Epidemiology, Public Health Nutrition, Medical Statistics and different clinical groups. Current live grants amount to £45m.

Current areas of research interest can be found on the Primary Care website (<http://www.abdn.ac.uk/medicine-dentistry/health-sciences/primary-care/capc/>)

Comment [W2]: MG: Please insert appropriate info

5. THE INSTITUTE OF APPLIED HEALTH SCIENCES (IAHS)

Within the IAHS is a vibrant research culture that provides staff with the support and facilities required for the efficient conduct of research into the need for, access to, and delivery of healthcare. The IAHS staff are housed in recently built or refurbished buildings on the Foresterhill campus, the largest jointly owned and run healthcare and education campus in Europe which helps foster relationships between clinical and University staff for strong collaborations and outputs. Support also includes strong teams in Medical Statistics, Database Management, Qualitative Research and other essential research tools.

The research continues to contribute locally, nationally and internationally to the evidence base needed by individuals, health care providers and organisations when making decisions about maximising health and optimising health care services. As well as producing high quality research findings, the Institute contributes to building capacity in health service research by providing training and development opportunities for its members.

The Institute's research strategy is based on upon applying current methodological strength to selected clinical topics. The methodological strengths are constant, whilst the clinical areas are subject to more variation. It is anticipated that clinical areas will vary in their degree of prominence over time.

Current areas of methodological strength include:

- Cohort studies
- Health Economic Research, notably in
 - Measuring public preferences and values
 - Incentives and performance
 - Health Technology Assessment
- Health Services Research, notably in
 - The organisation and delivery of care
 - Systematic reviews
 - The international health setting
 - The primary care setting
 - Applied renal research
 - Common symptoms, especially chronic pain
 - Reproductive health
 - Respiratory disease

Current clinical areas of strength include:

- Applied renal research
- Common symptoms, especially chronic pain
- Reproductive health
- Respiratory disease

For further information, please go to www.abdn.ac.uk/iahs

Comment [W3]: MG: please insert appropriate info

6. THE UNIVERSITY

The University of Aberdeen, which was founded in 1495, has over 14,000 full-time matriculated students. The University is a world-class research-led centre of learning and teaching excellence. Coupled with these excellent results, the biological and medical researchers have a strong track record of grant income from the UK research councils, EU and medical charities.

The University has two campuses. The King's College Campus retains its medieval layout and village atmosphere, its fifteenth-century cathedral and its sixteenth-century university chapel. This heritage is fused with modern, state of the art facilities for research, learning and teaching, making it fit for purpose for the students of today. The Foresterhill campus is approximately 1.5 miles from King's, a comfortable walk through leafy streets. The University currently employs more than 3900 staff including 1600 academics and has a turnover in excess of £200 million per annum (web site: <http://www.abdn.ac.uk/>). In total eleven of our research areas were ranked among the top 25% in the UK: Agriculture and Food Sciences, Computing Science, English Language and Literature, French, Health Services Research, History, Hospital Based Clinical Subjects, Pure Mathematics, Town and Country Planning, Sociology, Theology and Divinity and Religious Studies.

The University's organisational and management structure operates within a devolved managerial and budget system. Academic units are grouped into three colleges: Arts and Social Sciences, Life Sciences and Medicine and Physical Sciences.

7. THE COLLEGE OF LIFE SCIENCES AND MEDICINE

The College comprises the following five academic Schools, supported by the Graduate School:

- School of Biological Sciences (Head of School: Prof Liz Baggs)
- School of Medicine and Dentistry (Head of School: Prof David Reid)
- School of Medical Sciences (Head of School: Prof Colin McCaig)
- School of Psychology (Head of School: Prof Neil Macrae)
- The Rowett Institute for Nutrition and Health (Director: Professor Peter Morgan)
- Graduate School (Director of School: Dr Bernadette Connolly)

The College of Life Sciences and Medicine was created in 2003 as part of organisational restructuring throughout the University. The College, led by Professor Mike Greaves, Head of College, is home to over 3000 undergraduate and postgraduate students, and is internationally recognised as a research-led centre for teaching excellence and increasingly commercialisation. The College is run by the Head of College and Heads of School, who have line management responsibilities, with strategic direction and leadership provided by College Directors of Teaching and Research together with Directors of Research Institutes.

The main driver for the creation of Colleges was to create organisational units large enough to provide managerial, budgetary and planning capacity to determine their own strategies and to manage their own finances at a high level. Within Colleges, structures have been created to support staff and to promote research and teaching collaborations. This also applies to working between the Colleges to ensure interdisciplinary work flourishes.

The School of Medicine and Dentistry and School of Medical Sciences are co-located within two research institutes on the Foresterhill Medical Campus: the Institute of Applied Health Sciences and the Institute of Medical Sciences. The Schools of Biological Sciences (with its Institute of Biological and Environmental Sciences) and Psychology are located a short distance away on the historic Old Aberdeen Campus, which houses the rest of the University. The College has benefitted from significant estate and infrastructure development in the past 10 years with refurbishments of its Polwarth, Cruickshank and Zoology buildings, the last incorporating a science teaching facility. New build projects have created the Institute of Medical Sciences, the Medical Research Facility, the Health Sciences Building, the deep sea facilities at Oceanlab 1 and 2 (phase 2 opening spring 2009), the Life Science Innovation building and the Suttie Centre for Teaching and Learning in Healthcare (opened summer 2009).

Looking ahead, a new home at Foresterhill for the Rowett Research Institute that merged with the University in summer 2008 is being developed, to be opened during session 2013/14.

8. THE CITY OF ABERDEEN

With the population approaching 250,000, 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.

Aberdeen caters for a wide range of tastes in sporting and cultural activities. To find out more about Aberdeen and its surrounding area go to www.VisitScotland.com and click on Aberdeen on the map.

9. SALARY AND TERMS OF EMPLOYMENT

Salary will be at the appropriate point of the Professorial/Clinical Senior Lecturer scale with placement according to qualifications and experience.

This appointment will be made subject to the usual terms and conditions of employment of the University. Should you require a visa to undertake paid employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship and Tier 2 visa. Please do not hesitate to contact Mrs Fiona Smith, HR Adviser, for further information on this.

10. APPLICATION PROCEDURE

Informal enquiries are welcome and should be made to Professor Mike Greaves, Head of College of Life Sciences and Medicine. Email: @abdn.ac.uk or Tel 01224 or Professor Philip Hannaford, NHS Grampian Professor of Primary Care Email: p.hannaford@abdn.ac.uk Tel: 01224 437211

Comment [W4]: MG: please check that info here is correct

PLEASE DO NOT SEND CV'S OR APPLICATION FORMS TO THE SCHOOL OR THE UNIT DIRECTORS

Online application forms and further information is available at www.abdn.ac.uk/jobs.

Please quote reference YHE076A on all correspondence.

The closing date for the receipt of applications is ??

The University pursues a policy of equal opportunities in the appointment and promotion of staff.

UNIVERSITY OF ABERDEEN

PERSON SPECIFICATION

POST NO: YHE076A

**TITLE: DUNLOP CHAIR OF INTEGRATIVE HEALTH CARE AND
MANAGEMENT**

GRADE: ??

SECTION : College of Life Sciences and Medicine

	ESSENTIAL	DESIRABLE
1. EDUCATION/QUALIFICATIONS Academic, technical and professional education and training.	<ul style="list-style-type: none"> • PhD/MD in relevant medical/health services research or other related subject • MBChB or equivalent • GMC registration 	<ul style="list-style-type: none"> • MPH, MBA or equivalent
2. WORK AND OTHER RELEVANT EXPERIENCE (INCLUDING TRAINING) Eg Specialist knowledge, levels of experience, skills, supervisory experience, research.	<ul style="list-style-type: none"> • Well-established reputation in medical research • Demonstrable expertise in appropriate medical/health services research methodology/ies • Strong track record of applied and methodological research published in leading peer-reviewed journals • Strong record of securing competitive research grant income • In-depth knowledge of and practice experience in the system of anthroposophic medicine • Experience of working in multi-disciplinary teams, and committed to collegiality • Capacity to mentor and develop junior staff 	<ul style="list-style-type: none"> • Knowledge of NHS and/or policy environment • Experience of preparing ethics approvals
3. PERSONAL QUALITIES AND ABILITIES Eg Initiative, leadership, ability to work on own or with others, communication skills.	<ul style="list-style-type: none"> • Excellent interpersonal, communication and administrative ability • Ability to work with minimum supervision • Ability to show initiative and leadership in research • Good management skills • Good oral presentation, teaching and written skills • Ability to work to tight deadlines, with good time management • Ability to work flexibly and present ideas to diverse audiences • Knowledge of research governance and quality assurance issues 	

4. OTHER Eg Special circumstances (if any) appropriate to the job such as unsocial hours, travelling, physical requirements etc.	<ul style="list-style-type: none">• Willingness/ability to travel	
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UNIVERSITY OF ABERDEEN
COLLEGE OF LIFE SCIENCES AND MEDICINE
SCHOOL OF MEDICINE AND DENTISTRY
PROFESSOR OF INTEGRATIVE HEALTH AND CARE MANAGEMENT
YHE076A

The College of Life Sciences and Medicine seeks to appoint a Professor of Integrative Health and Care Management (Dunlop Chair) within the School of Medicine & Dentistry. Eligible candidates will be medically qualified, with an in-depth knowledge of anthroposophic medicine, will be a recognised expert in an aspect of medical research, have a record of high quality published research and a strong track record in securing research funding.

Salary will be at the appropriate point of the Clinical Consultant scale with placement according to qualifications and experience.

This appointment will be made subject to the usual terms and conditions of employment of the University.

Should you require a visa to undertake paid employment in the UK you will be required to fulfil the minimum points criteria to be granted a Certificate of Sponsorship and Tier 2 visa. Please do not hesitate to contact Mrs Debbie Dyker, Senior HR Manager, for further information on this.

Informal enquiries are welcome and should be made to Professor Siliditya Bhattacharya, Director of Division of Applied Health Sciences Email: s.bhattacharya@abdn.ac.uk or Tel: 01224 437211 or Professor Mike Greaves, Head of College. Email: m.greaves@abdn.ac.uk or Tel 01224 437082

Comment [W1]: MG:please insert correct contacts

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