



CANCER
RESEARCH
UK

Manchester
Institute

Job Reference Number:

MI/25/24

Position:

**Amit Patel Leukaemia Research
Fellowship & Cancer Research UK
Manchester Institute Senior Clinical
Institute Fellow**

Group/Department:

**Cancer Research UK Manchester
Institute (CRUK MI)**

Salary:

**NHS Medical & Dental Consultant pay
scale: £105,504 to £139,882 per annum
(dependent upon experience)**

Duration:

3 years fixed term contract



Cancer Research UK Manchester Institute is a Research Institute within
The University of Manchester and is core funded by Cancer Research UK

MANCHESTER
1824
The University of Manchester



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PARTICULARS OF APPOINTMENT

Ref: **MI/25/24**

Job Title: **Amit Patel Leukaemia Research Fellowship & Cancer
Research UK Manchester Institute Senior Clinical Institute Fellow**

1. The Institute invites applications for the above post.
2. Salary on the NHS Medical & Dental Consultant pay scale: £105,504 – £139,882 per annum (dependent upon experience)
3. Applications should be submitted via JobMarker, the online recruitment system by the closing date as stipulated in the advert.
4. For applicants who require assistance with their application please contact the HR Department for further information on:
Tel: +44 (0)161 306 9752
Email: jobs@cruk.manchester.ac.uk
5. For any informal enquiries about this post, please contact Professor Tim Somervaille or Dr Faye Sharpley (Clinical Director) email: tim.somervaille@cruk.manchester.ac.uk or faye.sharpley@nhs.net
6. Applicants are advised that if the Institute receives a high level of applications, we reserve the right to close the vacancy earlier than advertised.
7. The Institute will endeavour to contact shortlisted candidates promptly. However, there may be occasions where a high volume of applications are received, therefore an applicant's patience is appreciated.
8. As an equal opportunity employer, we welcome applicants from all sections of the community regardless of age, sex, gender (or gender identity), ethnicity, disability, nationality, religion or belief, sexual orientation, marital or transgender status. All appointments are made on merit.



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COPY OF THE ADVERTISEMENT

The Institute will actively foster a culture of inclusion and diversity and will seek to achieve true equality of opportunity for all members of its community.

Amit Patel Leukaemia Research Fellowship & Cancer Research UK Manchester Institute Senior Clinical Institute Fellow

- Salary in the range: £105,504 to £139,882 per annum (dependent upon experience)
- Job Ref: MI/25/24
- Duration: three years fixed term

About the role:

A fixed term 3-year appointment to develop an independent, high impact academic research programme with strong clinical translational potential aligned with the strategic goals of Cancer Research UK, Cancer Research UK Manchester Institute and The Christie NHS Foundation Trust.

This is a new, full-time post (10 programmed activities (PAs)) per week with the CRUK Manchester Institute and The University of Manchester acting as the main employer and funding 8 PAs of research activity and The Christie NHS Foundation Trust providing an honorary consultant contract for 2 PAs of clinical activity in the clinical Department of Haematology. A DBS Check will be required for this role.

About you:

You should have blood cancer research interests aligned with those of the Cancer Research UK Manchester Institute and The Christie NHS Foundation Trust. You will have MRCP & FRCPath (or equivalent); a certificate of completion of specialist training in Haematology (or equivalent); full General Medical Council (GMC) registration with license to practice medicine in the UK; a PhD in a discipline relevant to blood cancer research along with a strong track record of published laboratory-based translational blood cancer research at doctoral and postdoctoral level.

For any informal enquiries about this post, please contact Professor Tim Somervaille or Dr Faye Sharpley (Clinical Director) email: tim.somervaille@cruk.manchester.ac.uk or faye.sharpley@nhs.net.

Why choose Cancer Research UK Manchester Institute?

The Cancer Research UK Manchester Institute (www.cruk.manchester.ac.uk), an



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Institute of The University of Manchester (www.manchester.ac.uk), is a world-leading centre for excellence in cancer research. The Institute is core funded by Cancer Research UK (www.cancerresearchuk.org), the largest independent cancer research organisation in the world. In spring 2023 the Institute moved into the new

Paterson Building, a £150 million flagship purpose-built biomedical research centre directly attached to The Christie NHS Foundation Trust (www.christie.nhs.uk), in South Manchester.

We are partnered with The Christie NHS Foundation Trust, one of the largest cancer treatment centres in Europe. These factors combine to provide an exceptional environment in which to pursue basic, translational and clinical research programmes.

Our aim is to understand the fundamental basis of cancer and apply that knowledge to developing new treatment strategies for cancer patients. Our advanced research programmes span a spectrum of cancer research, from the molecular and cellular basis of cancer through to drug discovery, translational research and clinical trials.

The Institute has access to outstanding laboratory facilities and exceptional core services, including next generation sequencing, microarrays, confocal microscopy, bioinformatics, histology and mass-spectrometry.

How to apply?

To apply for this position please complete the online Application which is by CV accompanied by a three page research proposal which outlines your ambitious future translational blood cancer research programme. Please ensure you detail the names of three referees and ensure you submit your application before the closing date specified.

Please note this vacancy will close for applications at 11:59pm on the closing date specified.

Job Description

After the closing date this job description will be removed from our website.

Should you wish to refer to this information at a later date, please ensure that you save a copy of this document.



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Disabilities and alternative formats

The University of Manchester is a disability confident Leader and is committed to supporting disabled people in recruitment, employment, and career development. We will make reasonable adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so. Therefore, if you have any additional support needs throughout the recruitment process or require documentation in alternative formats, please do not hesitate to contact the HR Department, for further information, on:

Tel: +44 (0)161 306 9752

Email: jobs@cruk.manchester.ac.uk



The Disability Confident scheme, accredited by the Department for Work and Pensions (DWP), helps employers recruit, retain and train great people. Disability Confident organisations play a leading role in changing attitudes about, and increasing understanding of, disability. There are three levels of the scheme with Leader being the highest.



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CANCER RESEARCH UK MANCHESTER INSTITUTE JOB DESCRIPTION

JOB DETAILS

Job Title: Amit Patel Leukaemia Research Fellowship & Cancer Research UK
Manchester Institute Senior Clinical Institute Fellow

Department: Cancer Research UK Manchester Institute (CRUK MI)

ORGANISATIONAL ARRANGEMENTS

Accountable to: 1) Director of Cancer Research UK Manchester Institute (CRUK MI)
2) Clinical Director, Haematology Department, The Christie NHS
Foundation Trust

Tenure of post: 3 years fixed term

JOB PURPOSE

A fixed term 3-year appointment to develop an independent, high impact academic research programme with strong clinical translational potential aligned with the strategic goals of Cancer Research UK, Cancer Research UK Manchester Institute and The Christie NHS Foundation Trust.

This is a full time (10 programmed activities – PA) position with the CRUK Manchester Institute and The University of Manchester acting as the main employer and funding 8 PAs of research activity and The Christie providing an honorary consultant contract for 2 PAs of clinical activity in the clinical Department of Haematology.

DUTIES AND RESPONSIBILITIES:

- Establish, develop and lead an independent and internationally recognised clinical translational research programme aligned with the strategic goals of Cancer Research UK, Cancer Research UK Manchester Institute and The Christie NHS Foundation Trust
- Be an ambassador for the Institute and The Christie on the world-stage.
- Publish innovative and transformative basic curiosity driven, and/or translational blood cancer research that changes the way we think about cancer and/or



informs on or optimises treatment of patients with cancer.

- Develop international leadership and presence through publications, internal/external presentations and representation on grant panels and conference organising committees.
- Prepare and submit fellowship and grant applications to secure follow-on salary support at the expiry of this three year post. It is recognised that the post holder is working towards the award of longer term salary support to follow on from the current three year post.
- Develop and supervise experimental plans and ensure that the agreed experiments are carried out appropriately.
- Lead on recruitment for relevant positions in your group.
- Provide stellar academic training and mentorship for PhD students and any additional staff.
- Line-manage and mentor your team, taking active responsibility for their personal development. Perform appropriate staff appraisals.
- Manage your group's budget.
- Where there is potential for impactful synergies, seek to develop collaborative projects with colleagues within the Institute, within the wider MCRC and externally, amplifying your own groups' research outputs.
- Contribute to the Institute as a whole, e.g., through membership of the Institute's committees and core facility user groups.
- Participate in internal peer review processes for grants and PhD project proposals.
- Undertake role as second supervisor/advisor/assessor to PhD students when appropriate.
- Attract and host external seminar speakers.
- Attend and engage at Institute seminars and ensure attendance by all group members.
- Participate in Institute events such as the annual Institute Colloquium.
- Contribute to the Annual Scientific Report, Newsletters and engage with CRUK supporters, patients, carers and the wider public as appropriate.
- Maintain effective communications with the Institute Director, Senior Management Team, core facilities and own laboratory staff.
- Adhere to Institutional policies, governance, and regulatory requirements.
- Become familiar with the University's Equality and Diversity policies and to actively support these wherever possible.
- Perform other functions consistent with the position, nature of the post and as determined by the Director.

CLINICAL DUTIES

To be an Honorary Consultant Haematologist at The Christie Hospital NHS Foundation Trust:

- To undertake a weekly clinic within the myeloid blood cancer service

Cancer Research UK Manchester Institute is a Research Institute within The University of Manchester and is core funded by Cancer Research UK



- To participate in a weekly MDT meeting
- To participate in the out of hours on call rota
- To participate in the inpatient attending rota for transplant and non-transplant patients
- To provide an excellent and high-quality patient focused service

CLINICAL MANAGEMENT

To act as a Consultant Haematologist at The Christie Hospital the post-holder will be expected to have training and expertise in malignant haematology (including stem cell transplantation) and clinical trials in haemato-oncology, and to work collaboratively with colleagues in developing the service. The post holder will undertake one clinic per week with a focus on myeloid blood cancer & will provide continuing responsibility for patients in their charge with colleagues working for the proper function of the department. The post holder may also be required to undertake duties appropriate for a Consultant Haematologist not otherwise specified.

PEOPLE MANAGEMENT

To work with all members of staff within the department, encouraging their contribution to the success of the Department and the Trust.

The post-holder will be required to undertake annual appraisal and job planning review. This will be undertaken by an allocated trained Consultant within the Trust; key issues will be discussed with the Clinical and Medical Director. Should there be failure to agree a job plan at appointment or annual review this will be negotiated with the Clinical Director supported by the Medical Director as appropriate. Participation in appraisal of departmental staff including senior laboratory and junior medical staff is expected.

PROFESSIONAL DEVELOPMENT

The post holder will actively participate in a Continuing Professional Development scheme organised by one of the medical Royal Colleges and will support and encourage continuing professional development for all medical and non-medical staff. The local appraisal process will also provide opportunities for mentorship, support revalidation and ensure adequate CPD.

TEACHING COMMITMENT

Postgraduate

The Haematology Department has a postgraduate teaching program and staff are often requested to lecture on Haematology / Haematopathology topics. The post holder may be expected to contribute to the training of Specialty Registrars and Core Medical Trainees (CMT) on rotation within the department. It is not expected that the post holder will undertake educational supervision of trainees.



CLINICAL GOVERNANCE

The post holder will be expected to participate in all relevant aspects of clinical governance, including maintaining up to date protocols, guidelines and clinical audit, in conjunction with the other consultants in the unit.

To provide a medical perspective in the management of complaints and take appropriate follow up action as necessary, in partnership with other colleagues in the trust, to ensure any deficiencies are corrected for the future.

To actively participate in clinical audit. Time will be allocated to this within job plan and facilities are available to assist via the Trust Audit Department

ON CALL

The post holder will be required to participate in the out of hours on call rota (currently weekly 1:12) and inpatient attending rota for transplant and non-transplant patients (currently monthly 1:12). The rotas are solely for haematology patients and includes patients undergoing stem cell transplantation.

STANDARDS OF PERFORMANCE

- ◆ Work efficiently, cost-effectively and in a flexible manner.
- ◆ To meet objectives within pre-determined timescales.
- ◆ Effective and appropriate communications to be maintained with staff at all levels.
- ◆ Strict adherence to protocols and Institute policies.
- ◆ To comply with Health & Safety requirements, including awareness of personal responsibilities to maintain a safe working environment.
- ◆ To contribute to the University's agenda for social responsibility, including sustainability.
- ◆ To maintain confidentiality of information in line with data protection requirements and Institute and University policies.
- ◆ Familiarise yourself with the University's Equality and Diversity policies and to actively support these wherever possible.
- ◆ Be a team player and a good Institute citizen.
- ◆ To strive to accomplish high quality of work.
- ◆ To complete a security screening as and when required.



PERSON SPECIFICATION

The person specification should set out the qualifications, experience, skills, knowledge, personal attributes, competencies and other requirements which the post holder requires to perform the job to a satisfactory level.

Job Title:

**Amit Patel Leukaemia Research Fellowship &
Cancer Research UK Manchester Institute Senior Clinical Institute Fellow**

	<u>ESSENTIAL</u> The qualities without which a post holder could not be appointed	<u>DESIRABLE</u> Extra qualities which can be used to choose between candidates who meet all the essential criteria	<u>METHOD OF ASSESSMENT</u>
QUALIFICATIONS	Medical Degree (MB, ChB or equivalent) MRCP (or equivalent) FRCPath (or equivalent) Full General Medical Council (GMC) registration with license to practice medicine in the UK PhD in a discipline relevant to blood cancer research	Postgraduate qualification in medical education, or equivalent and/or management	Certificates/ Documentation CV
EXPERIENCE	Extensive relevant postdoctoral research experience An internationally recognised record of outstanding achievement in a field relevant to blood cancer research Preparation and publication of manuscripts Research interests and aims that are aligned with the Institute's, CRUK's and The Christie's blood cancer research strategy	Participation in peer review Experience at speaking at international meetings Establishing and coordinating collaborations Experience of working within a complex multi-disciplinary organisation	Interview Referees' comments Publications listed on CV Account of past work on CV



<p>EXPERIENCE contd...</p>	<p>First or shared first author publications in impactful peer-reviewed journals within a portfolio of publications</p> <p>Demonstrable experience of successfully managing own research projects and those of other staff</p> <p>Evidence of strategic decision making</p> <p>A proven track record in the field</p> <p>Relevant clinical haematology experience</p> <p>Clinical and translational research experience</p> <p>Evidence of potential to provide academic leadership</p> <p>Demonstrable potential to progress to having an international research profile</p> <p>The potential to initiate, design and supervise clinical research</p> <p>Significant laboratory based blood cancer research experience</p> <p>Evidence of successful grant writing (e.g., obtaining an independent fellowship and/or clear contribution to grant success e.g., as a principal or co-investigator)</p>	<p>Developing and implementing research strategy</p> <p>Participation in committees</p> <p>Experience in public engagement</p> <p>Established track record of independence</p> <p>Supervising students/ research assistants</p> <p>Management of patients in Clinical Trials</p>	<p>Interview</p> <p>Referees' comments</p> <p>Publications listed on CV</p> <p>Account of past work on CV</p>
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SKILLS	<p>Ability to independently formulate, develop and deliver novel research ideas</p> <p>Excellent communication skills and an ability to represent the Institute externally to peer groups and external research funders</p> <p>Both a team-player and a team-builder</p> <p>The ability to plan ahead, to manage time effectively, and to coordinate and direct multiple concurrent projects</p> <p>The ability to supervise and mentor other team members with demonstrable success</p> <p>Ability to adapt to a changing environment with horizon scanning to be ready to implement future developments in cancer research</p> <p>Inspire and motivate colleagues, including students, post docs, scientific officers and peers</p> <p>Ability to handle confidential data appropriately</p>	<p>Demonstrable effective line management skills</p> <p>Line management or supervision across staff of varying levels of experience</p>	<p>Interview</p> <p>Referees' comments</p> <p>Publications listed on CV</p> <p>Account of past work on CV</p>
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SKILLS contd ...	<p>Delegation and negotiation skills</p> <p>Presentation skills</p> <p>Proficient at using computer software</p> <p>General management skills</p> <p>Experience in establishing and coordinating collaborations</p> <p>Excellent scientific writing skills</p> <p>Accurate, comprehensive record-keeping</p>		<p>Interview</p> <p>Referees' comments</p> <p>Publications listed on CV</p> <p>Account of past work on CV</p>
KNOWLEDGE	<p>Deep knowledge of cancer</p> <p>Specialist knowledge in own research area which links to Institute's strategy</p> <p>Working knowledge of "Health and Safety at Work" requirements</p>	<p>Knowledgeable on running your own group</p> <p>Knowledge of external funding sources</p> <p>Familiarity of the work of Cancer Research UK</p> <p>Familiarity with the research of CRUK Manchester Institute and wider MCRC</p>	<p>Interview</p> <p>Referees' comments</p> <p>Publications listed on CV</p> <p>Account of past work on CV</p>



OTHER	<p>A detailed draft research programme which will serve as the basis for future fellowship/job applications with projected deliverables for years 1-3</p> <p>To show commitment to equality and fairness and integrity in dealing with others</p> <p>Self-motivated, meticulous, interactive and organised</p> <p>Willingness to travel</p> <p>Ability to maintain accurate records</p> <p>To be willing to work across organisational boundaries</p> <p>To seek new knowledge and share ideas</p> <p>To be open and responsive to change and innovation</p> <p>Willingness to implement new management approaches</p>		<p>Interview</p> <p>Referees' comments</p> <p>Publications listed on CV</p> <p>Account of past work on CV</p>
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THE CITY OF MANCHESTER AND THE REGION

Manchester is one of the great European cities and the Cancer Research UK Manchester Institute is located a short distance from the city centre and is serviced by regular public transport to the city centre. The city's architecture represents one of the high points of Victorian achievement. The modern city is a major centre of banking, commerce and manufacturing.



It is consistently ranked as the best liveable city in the UK by the Economist Intelligence Unit. In 2021, Manchester was ranked in the top 3 of the TimeOut World's Best Cities list with the comment, "the friendliest city with the best community spirit and top-notch nightlife including its Gay Village and Northern Quarter in the heart of the city." It has a highly cosmopolitan atmosphere, and its cultural life is internationally renowned.

Manchester offers extensive provision for research. Library facilities include the John Rylands University Library (the major library in the North West and the third largest in the country) and the Manchester Central Reference Library.



Housing is varied, plentiful and the price ranges can start moderately priced and are as varied as the requirements. Schooling ranges from world-famous private schools to excellent sixth-form colleges and comprehensives.

Manchester is well served by a major international airport, with direct scheduled flights to many destinations in Europe as well as North America and Asia. Some of the most beautiful countryside in Europe is just short of an hour's drive from the Institute in the Peak District National Park, while the Lake District and Snowdonia in Wales are also within easy reach.



Manchester Piccadilly railway station has been refurbished and is served by inter-city and other train services – with a direct link to Manchester Airport. The network of Metrolink tram services offers an alternative mode of public transport from certain parts of the conurbation and includes connections near to the Institute.

There are three outstanding professional theatre companies, the halls of the Hallé and BBC Philharmonic orchestras, the Cornerhouse as well as other cinemas, and Europe's fastest-growing Chinatown.

Amongst the developments enriching the area's cultural life have been the opening of the Lowry Centre and Media City at Salford Quays; the opening of the Bridgewater Concert Hall; the refurbishment of the City Art Gallery; the opening of Urbis in the centre of Manchester and of the Imperial War Museum North, designed by Daniel Libeskind, in Trafford.



Trafford, specifically Old Trafford, is known internationally for sport, it is a venue for Test cricket and the home of Manchester United FC. The Commonwealth Games were held in Manchester in 2002 and were highly acclaimed. The Commonwealth Stadium became the home of Manchester City FC in 2003.





OUR BENEFITS PACKAGE

Facilities and General Discounts

We have a wide range of fantastic facilities for you including coffee shops, cafes, and restaurants in various buildings on Oxford Road, library, museum, art gallery, theatre (providing music and drama) and the world-famous radio telescope at Jodrell Bank. You can attend a varied programme of events at these, many of which are free to staff. Staff also have a plethora of discounts available to them on fitness, entertainment, restaurants, hotels, supermarkets, and online retailers.

Health and Fitness

We have a fantastic range of sports and fitness programmes across three of the best sports facilities in the city of Manchester. Each of our facilities provides something for everyone and are in convenient locations across Oxford Road, Fallowfield and all the way into the City Centre. Staff have a discounted membership to these facilities.

Wellbeing

The Institute is committed to supporting staff wellbeing and have a range of resources available. This includes a free 24/7 helpline through our Employee Assistance Programme which allows staff to talk in confidence to trained counsellors and advisers on areas like emotional, physical, and mental health.

The University's counselling service offers confidential help with any personal issues affecting work, self-esteem, relationships, sexuality, mental health and general well-being. It is accessible to all staff and is part of a wider network of help and support; and can advise on where else to seek help and make referrals to NHS mental health services.

The University's Occupational Health service provides confidential services to protect the health of staff and ensures that all health issues are effectively managed. Additionally, the Institute has wellbeing working groups and employee champions to support staff.

We offer a generous annual leave allowance of 32 days per year, (pro rata for part time staff) plus bank holidays for England. The Institute gifts an additional day's leave on Christmas Eve.

Travel

The Institute is committed to reducing its environmental impact and actively supports and promotes travel by sustainable means. We work closely with The Christie NHS Foundation Hospital to have a green travel plan that aims to provide a package of measures that increase the travel options available to staff. These options include as a Cycle to Work Scheme and annual interest-free travel loans with Northern Rail, Stagecoach and Metrolink.

Family Friendly Support

If you have childcare responsibilities the Institute can provide you with a range of support to assist you in balancing your work and home life commitments. Information is available on the government's Tax Free Childcare Scheme and The University's Workplace Nursery Scheme. We also have a range of family friendly policies and staff have the right to request to work flexibly.

Equality, Diversity, and Inclusion (EDI)

The Institute is committed to creating an environment where diversity is celebrated and everyone is treated fairly, regardless of gender, gender identity, disability, ethnicity, religion or belief, sexual orientation, marital or transgender status, age, or nationality. The Institute has an EDI committee which provides leadership, drive and strategic direction on equality, diversity, and inclusion across all parts of the Institute. The committee will seek to promote cultural change and ensure that the EDI action plan is embedded across all functions of the Institute.

Personal Development

Whether you are a research scientist, technical or operational staff, you will receive excellent on the job training and an opportunity to share skills experience and expertise in a collaborative environment. The Institute has a range of training available for support and professional development.

Disability

The Institute is committed to providing a positive working environment free from discrimination, harassment, or victimisation due to a disability where all staff are treated with respect and dignity. The Institute has access to a Disability Advisory and Support Service (DASS) which has a dedicated disability adviser for staff to provide advice, guidance and support about a range of practical adjustments in the workplace.

Pension

We have two generous pension schemes to provide benefits for you and your family. For more details, please contact the HR department.



ADDITIONAL RECRUITMENT AND SELECTION PARTICULARS

Shortlisted Candidates:

1. We will reimburse reasonable travel expenses. You need to retain all your receipts, as you will need to submit these with your expense claim form. This form will be given to you when you attend your interview.
2. If candidates require accommodation the Institute can arrange this for you. Please notify the HR Department as soon as possible so that this can be arranged on:
Tel: +44 (0)161 306 9752
Email: jobs@cruk.manchester.ac.uk.

*Please note that reimbursement for accommodation may **not** apply.*

3. If candidates have any additional support needs to enable them to attend an interview, they will be able to request/discuss this with the HR department when arranging the interview.
4. Shortlisted candidates may be expected to complete a presentation as part of the selection process. Information regarding the duration and title of the presentation will be provided in the invitation to interview correspondence. We supply both laptop and projector for presentations.
5. All dates and times stated in correspondence from the Institute refer to UK GMT (Greenwich Mean Time).
6. Candidates need to bring along their passport to interview, a copy of which will be taken for our records, when you visit the Institute. If candidates have difficulty in producing their passport, please contact the HR Department prior to the interview on:
Tel: +44 (0)161 306 9752
Email: jobs@cruk.manchester.ac.uk
7. MS Teams or **Zoom interview with or without presentation:**
Instances may arise where we propose to hold an online interview as a (first stage) selection process. If this is the preferred method of interview, this will be stated on your invite to interview email. You will be provided with a link and password to attend the interview at a specified time on a

specified date. This link will redirect you to your MS Teams/Zoom interview. 24 hours prior to interview we will require:

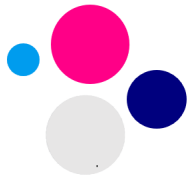
- A contact telephone number emailed to jobs@cruk.manchester.ac.uk along with a scanned copy of passport for ID purposes
- Where applicable, a copy of your presentation emailed to: jobs@cruk.manchester.ac.uk.

Please note:

You do not have to have a Zoom account to attend a Zoom interview. You will be prompted to download the software, once you have clicked on the link that you have been provided. You do, however, need to have a working microphone and camera connected to your electronic device, for this interview to go ahead.

The criteria will be consistent with all other candidates.





STANDARD CRUK MANCHESTER INSTITUTE TERMS AND CONDITIONS

The following is a basic summary of the standard terms and conditions applicable to the post you have applied for:

- The post of Amit Patel Leukaemia Research Fellowship & Cancer Research UK Manchester Institute Senior Clinical Institute Fellow is on a Cancer Research UK pay scale. It's on a Clinical Consultant (NHS Medical & Dental) grade with a salary range of £105,504-£139,882 per annum (dependent upon experience).
- Your employment will be with The University of Manchester appointed under the Cancer Research UK Manchester Institute terms and conditions.
- Salary is paid monthly on the penultimate last working day of the month.
- There are 32 days holiday per year plus Bank Holidays for England.
- Duration of contract is: 3 years
- Working hours are 40 hours per week.
- There is a probationary period attached to this post of 12 months. It's standard for many organisations now and consists of two 6-monthly reviews with your line manager.
- You are eligible to join The USS (<https://www.uss.co.uk/>) pension scheme.
- Any offer made by the Cancer Research UK Manchester Institute would require the successful candidate to undergo a medical clearance. This is arranged with Occupational Health department at The University of Manchester prior to starting employment and consists of a basic medical. This is to address and gain clearance for any potential hazards identified for the role on offer.
- Offer is subject to receipt of satisfactory references and proof of your highest qualification.
- Offer is subject to documented evidence of your right to work in the UK under the Home Office UK Border Agency Regulations.

- Overseas candidates should determine, when applying for the position, the likelihood of obtaining a Certificate of Sponsorship (CoS) for the post by assessing their own circumstances against the criteria specified on the [gov.uk website](https://gov.uk)
- Successful overseas candidates may be eligible to claim reimbursement of expenses to cover their visa and National Health Surcharge costs, if required. Overseas candidates will be required to meet the eligibility criteria as specified in the skilled worker points-based system.
- *Please note reimbursement does not extend to include family members, although a loan scheme is available.*
- The appointment will be subject to a satisfactory pre-employment enhanced security check.
- The successful candidate is required to complete a Rehabilitation of Offenders/Criminal Records declaration form at the offer stage of the process. *Please note a criminal record will not necessarily be a bar to obtaining a position.*
- The Institute is promoting a green travel plan and there are staff benefits promoting this including a cycle to work scheme and the use of public transport. There are strong links to bus routes and trains to all CRUK Manchester Institute locations. More information about this can be found on our 'Our Benefits Package' page or by contacting the HR Department.
 - *Please note there are car parking restrictions imposed around these sites.*



**DON'T FORGET TO FOLLOW US ON SOCIAL
MEDIA**
#LifeAtCRUKMI



**THANK
YOU!**





Amit Patel Leukaemia Research
Fellowship & Cancer Research UK
Manchester Institute Senior Clinical
Institute Fellow

About The Christie

We began as a 30 bedded hospital in the early 1890s serving 463 patients each year. Our name is in honour of Richard and Mary Christie who were instrumental in establishing a facility dedicated to people with cancer in Manchester. Today we are renowned as a world pioneer in the care, treatment and research of cancer. Today, we build on this legacy, translating innovation and research breakthroughs into very real patient benefits. Our work today is the treatment of tomorrow across the globe.

At The Christie our forward thinking nature and desire to constantly innovate our services for the benefits of patients guides everything we do. We have more than 100 years of expertise in cancer care, research and education, and we use our experience wisely to ensure we remain at the forefront of cancer care.

The Christie is one of Europe's leading cancer centres, treating over 60,000 patients a year. We provide a regional service and have ambitions nationally and internationally. We are based in Manchester and serve a population of 3.2 million across Greater Manchester and Cheshire, but as a national specialist around a quarter of our patients are referred to us from other parts of the country.

We employ approximately 3,000 staff and had an annual turnover last year of £352 million.

We are the largest radiotherapy provider in the NHS. We are also the largest provider in Europe, with one in 20 radiotherapy treatments delivered by The Christie. We are one of only two cancer centres worldwide to offer both MR-linac and high energy proton beam therapy.

We deliver chemotherapy treatment through the largest chemotherapy unit in the UK, as well as via 14 other sites, a mobile chemotherapy unit and in patients' homes.

We are a specialist tertiary surgical centre concentrating on rare cancers, specialist procedures and multidisciplinary cancer surgery. We are one of the largest HIPEC centres in Western Europe and one of only two in the UK to provide this treatment for appendiceal and colorectal tumours. We have one of the largest robotic centres in the UK and the largest complex pelvic cancer team in the UK.

The Christie NHS Foundation Trust was the first specialist trust to be rated as 'Outstanding' twice (in 2016 and 2018) by the health regulator the Care Quality Commission (CQC). It referred to The Christie as 'a leader in cancer care' and 'a pioneer in developing innovative solutions to cancer care.' The CQC praised the Trust's staff which it said 'go the extra mile to meet the needs of patients and their families' and that they were 'exceptionally kind and caring.'

Our expertise is widely sought. Nationally, The Christie's School of Oncology was the first of its kind in the UK to provide undergraduate education, clinical professional and medical education. Christie International allows us to share our learnings and reputation as a world-leading centre of excellence to generate revenue through offering guidance and commercial partnerships with the proceeds being invested into cancer services for NHS patients.

We are ranked as the most technologically advanced cancer centre in the world outside North America, and have been named, by the National Institute for Health Research, as one of the best hospitals providing opportunities for patients to take part in clinical research studies.

The Christie is one of Europe's experimental cancer medicine centres and an international leader in research and development with

around 650 clinical studies ongoing at any one time. The NIHR Manchester Clinical Research Facility at The Christie provides a high quality, dedicated clinical research environment for our patients to participate in trials.

We are part of the Manchester Cancer Research Centre (MCRC) working with The University of Manchester and Cancer Research UK. The MCRC partnership provides the integrated approach essential to turn research findings in the laboratory into better, more effective treatments for patients. Building on Manchester's strong heritage in cancer research, the MCRC provides outstanding facilities where scientists, doctors and nurses can work closely together. With our partners, we are currently building a new world class transformational research facility to replace the Paterson building which was destroyed by fire in 2017.

We are also one of seven partners in the Manchester Academic Health Science Research Centre. We share a common goal of giving patients and clinicians rapid access to the latest research discoveries, and improving the quality and effectiveness of patient care. There are only six health science centres in the country.

The Christie is home to a Lord Norman Foster designed Maggie's Centre which is based on our site and offers emotional and practical support to our patients and their families. Run by the Maggie's charity, it was the first of its kind in the North West.

Our charity is one of the largest NHS charities in the UK, providing enhanced services over and above what the NHS funds. It has over 50,000 supporters who helped raise £11,018,966 this year. With 81p in every pound raised going directly to the patients, we work hard to make sure that the money donated to us is spent where the hospital needs it most.

All of our achievements and successes are only possible due to our dedicated and specialist staff, hardworking volunteers, generous and loyal supporters and fundraisers and our interested and enthusiastic public members, all bringing with them a wealth of experience, knowledge and understanding.

The key issues and risks that could affect us as a Foundation Trust in delivering our objectives are managed on a monthly basis by our board assurance framework which can be viewed by the public board papers available on our website.

Our overall performance in 2020/21 has been excellent. The Christie is one of only eight specialist Trusts in England deemed to have maximum autonomy and no potential support needs by NHS Improvement. This places us in the top 15% of NHS providers in the country.

Trust organisation

Executive Directors of the Trust are: -

Roger Spencer

Chief Executive

The Christie Leader

We have a set of leadership values for our Trust leaders, consisting of:



This document provides additional details about The Christie NHS Foundation Trust and the clinical Department of Haematology for the following Cancer Research UK Manchester Institute advertised position outlined in the accompanying job description:

Amit Patel Leukaemia Research Fellowship & Cancer Research UK Manchester Institute Senior Clinical Institute Fellow

The successful appointee will have an honorary consultant contract in Haematology at The Christie.

ORGANISATIONAL ARRANGEMENTS

THE CHRISTIE

The Trust executives are:

Roger Spencer	Chief Executive
Prof Chris Harrison	Deputy Chief Executive
Dr Neil Bayman	Executive Medical Director
Claire McPeake	Interim Chief Operating Officer
Sally Parkinson	Executive Director of Finance & Business Development
Vicky Sharples	Chief Nurse and Executive Director of Quality

The Trust board is chaired by Mr Edward Astle.

The Haematology Department

The Christie acts as a tertiary referral centre for management of patients with haematological malignancies and bone marrow failure. The Trust does not currently accept direct GP referrals. The Haematology department currently sees around 1000 new patients, 15000 follow up patients and admits 2000 patients per year.

Myeloid disorders - Clinical Service

The myeloid disorders service treats the full spectrum of myeloid blood cancers and bone marrow failure syndromes. A high proportion of the patients cared for have complicated disease requiring tertiary referral centre input and management over and above that which can routinely be delivered within a district general hospital setting. Due to the reputation and quality of the service provided, referrals are received from across the North-West and North Wales, with the service additionally providing support and input to consultant colleagues in local hospitals. The service is strongly research active, both scientifically and from a clinical trials viewpoint. A real strength of the service is the range of clinical trial options available to patients both within the myeloid clinic itself, but also supported and added to by consultant colleagues in the early phase trials service.

Myeloid disorders - Stem Cell Transplantation

Myeloid disorders constitute the major indications for allogeneic stem cell transplantation which is the only potentially curative therapy for patients with life threatening disease. Data from the European Society for Blood and Marrow Transplantation 2021 activity survey shows that more than 50% of allogeneic transplants are undertaken for myeloid disease, with increasing numbers of transplants performed over the last 30 years. A similar trend has been observed in patients treated for AML and MDS (the most common indications for transplant) at The Christie over a similar time period. With the advent of less toxic transplant conditioning protocols, transplants are now increasingly being performed in older

patients which represent the majority of cases and will further drive increased transplant activity. This post will support anticipated growth in transplant activity offering this life-saving therapy to more patients.

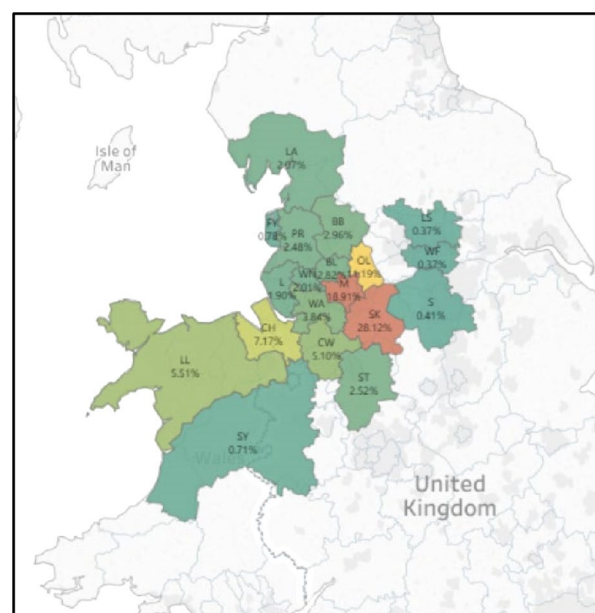
Inpatient and outpatient facilities

Haematology and transplant inpatient services are provided on the Palatine treatment ward, a £12M inpatient facility which opened in June 2014. The ward consists of 31 individual en-suite bedrooms. 12 of which have HEPA filtration. The ward also houses Teenage and Young Adult (TYA) patients (age 16 to 24 years) of the Young Oncology Unit (YOU). It is co-located with the Haematology and Transplant Day unit (HTDU) which was built in 2008 to expand ambulatory facilities. HTDU houses a dedicated outpatient clinic (5 consulting rooms), day care facilities (4 individual rooms, 8 chairs, 2 beds) and an apheresis suite. An ambulatory care facility (8 treatment spaces) for patients undergoing chemotherapy, supportive therapies and stem cell transplantation was opened in 2018 and a further 4 bed inpatient unit (Withington Ward) was opened in 2021 to provide additional capacity and expansion in ambulatory care provision. When required, patients undergoing less intensive therapy are managed on the Medical Oncology wards (4,11 and 12). Emergency admissions are assessed on the Oncology Admissions Unit which is staffed during the week by Consultants in Acute Medicine supported by junior medical staff and Nurse Clinicians.

The Haematology Department works closely with colleagues in Clinical and Medical Oncology who run the lymphoma service and also collaboration with other Haematology Departments of the South sector of the GMCCN.

Referral population

The Haematology and Transplant service acts as a tertiary referral centre for patients with a wide range of haematological malignancies and hosts regional specialist MDTs for lymphoma, leukaemia, myeloma, stem cell transplantation. Level 2-4 Haematology care is provided for the Southern sector of the Greater Manchester and Cheshire Cancer network (GMCCN) (population 900,000). Referrals for specialist treatments (received from a wider Northwest of England and Wales (population 6 million) and beyond. Source of referrals for stem cell transplantation (2015-20) are as illustrated below.



Support services

Delivery of intensive therapies and clinical trials requires a full repertoire of support services which are available at the Trust. Level 3 Intensive Care is available onsite in an 8 bedded unit and supported by a nurse led outreach team available 24/7 to support the ward team in identification and management of deteriorating patients. Non-oncology medical services are provided by 2 onsite acute medical physicians with additional services provided as a visiting basis by medical staff via an SLA with Manchester University NHS Foundation Trust. Neurology advice and consultation is provided by Salford Royal NHS Foundation Trust.

The Trust offers comprehensive state of the art diagnostic imaging using all modalities (ultrasound, CT, MRI, isotope, echocardiography, and CT-PET). Pharmacy is onsite although chemotherapy is reconstituted offsite by a third-party provider. Patients have access to a full range of allied health professional services (eg dietetics, physiotherapy, occupational therapy) and are supported by psycho-oncology and complementary therapy services. A Maggie's Centre was opened on the site in 2016 providing practical, emotional, and social support to patients and careers.

Extra-corporeal photopheresis (ECP) is provided onsite by NHSBT for treatment of patients with cutaneous lymphoma and GvHD arising as a complication of stem cell transplantation.

Christie@ services

The Christie has been responsible for delivery of Clinical Haematology services at Tameside and Glossop Integrated Care NHS Foundation Trust (based in Ashton-under-Lyne since 2018) and East Cheshire NHS Trust (based in Macclesfield since 2021) in order to support the development of haematology services across the southern sector of the Greater Manchester and Cheshire Cancer Network (GMCCN). Both sites operate a 'Christie@' model whereby treatment is delivered by Christie staff working at local sites in order to ensure the highest standards of care but facilitating treatment closer to home.

Haematology and Myeloid Disorder Research

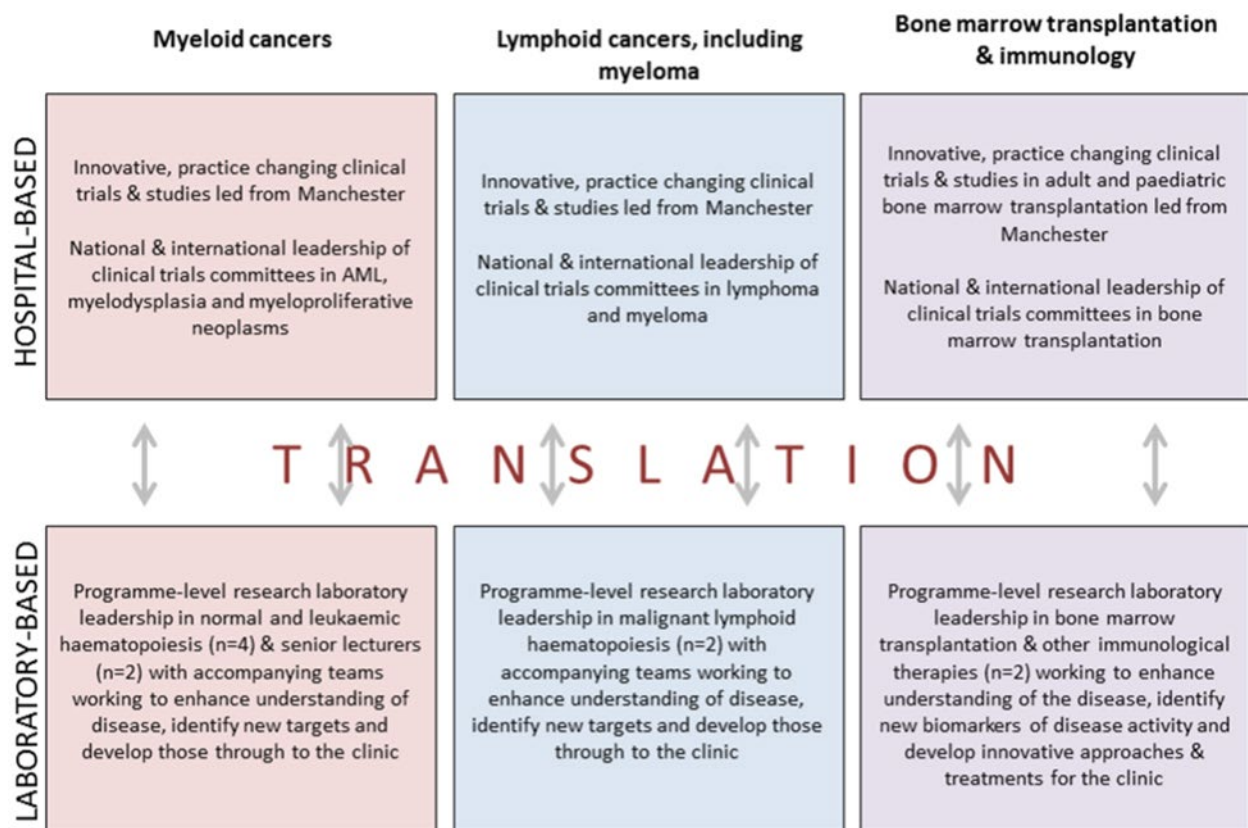
The Departments of Haematology and Lymphoma at the Christie have an established track record in the delivery of clinical trials with a large portfolio of existing studies. The Christie is part of the CRUK/NIHR funded Experimental Cancer Medicine Centre (ECMC) Network and the consultant team includes Key Opinion Leaders and leading Clinician Scientists. It is designated a trials centre by major national charities including Bloodwise (Therapy Accelerator Program - TAP), Myeloma UK (Phase 1 Centre), and IMPACT (Stem Cell Transplant Trials). We are one of very few UK centres with experience in delivering the full breadth of emerging treatment technologies including solid and haematological tumour directed CAR-T and T-cell engaging antibody immunotherapies.

The myeloid service is strongly research active. Professor Mike Dennis leads nationally on AML clinical trials through his role in the NCRN/MRC working group. Professor Tim Somervaille leads on a range of clinical trials in myelofibrosis and other myeloproliferative neoplasms, and also has a Cancer Research UK funded programme of laboratory-based research on epigenetic therapies in myeloid blood cancer located in the Paterson Building and within the Cancer Research UK Manchester Institute. Dr Dan Wiseman leads on key national clinical trials in chronic myelomonocytic leukaemia and myelodysplasia. He also has a strong laboratory based research programme funded by Cancer Research UK and has an Advanced Clinician Scientist Fellowship in chronic myelomonocytic leukaemia.

Dr Mark Williams was awarded a Clinician Scientist fellowship by the Medical Research Council to develop a program of research in Stem Cell Transplantation in 2022. This has provided an outstanding

environment for early phase researchers to build and develop collaborations in both clinical and translational research.

In the 2019 internal strategic review of the University of Manchester Haemato-Oncology Research Centre (UM-HORC) many strengths were identified including practice-changing investigator-led clinical and translational lymphoma research and basic, translational, and clinical research in myeloid malignancies & haematopoiesis. In the proposed 2025 Vision for the University of Manchester Haemato-Oncology Research Centre (see figure below) translation is at the centre of the research plan.



The department details and position of the role within the departments and service are shown below.

Christie Clinical Department Staffing

Consultant Staff

Dr Ahmed Abdulgawad	Early Phase Clinical Trials and CART therapy lead
Prof Adrian Bloor	Transplant Director, CLL, Divisional Medical Director
Dr Anna Castleton	TYA and ALL lead. Stem Cell Transplant
Dr Jim Cavet	Myeloma Lead
Dr John Chadwick	Myeloid disorders and transplantation
Dr Richard Chasty	Laboratory Lead and CLL
Dr Mike Dennis	AML Lead. Stem Cell Transplant
Dr Samar Kulkarni	Myeloma and Apheresis Lead. Stem Cell Transplant
Dr Faye Sharpley	Clinical Director for Haematology and TYA (Macclesfield)
Dr Suzanne Roberts	Clinical Lead (Tameside)
Dr Jane Robertson	Early Phase Clinical Trials and CLL
Dr Emma Searle	Early Phase Clinical Trials Lead

Dr Rachel Smith	Consultant Haematologist (Macclesfield)
Prof Tim Somervaille	MPN Lead (Clinical Academic and Honorary Consultant)
Dr Dan Wiseman	MDS/CMML Lead (Clinical Academic and Honorary Consultant)
Dr Mark Williams	Stem cell transplant (Clinical Academic and Honorary Consultant)

Junior Medical staff - Haematology

2 Fellows in Haematology (1 research and 1 Young adult Haematology)
 1 Research Fellow in Haematology
 4 Speciality Trainees in Haematology
 3 CMT trainees

Senior Nurses - Haematology

Hanna Simpson	Directorate Lead Nurse and Lead Nurse for TYA and Ambulatory Services
Sally Pickering	Nurse Clinician in Stem Cell Transplantation
John Murray	Nurse Clinician in Stem Cell Transplantation
Rachel Wild	Nurse Clinician (Macclesfield)
Ruth Clout	Lead Nurse for Education and Inpatients
Anne Marie Kelly	Lead Nurse and Clinical Operations Manager (Tameside)
Rebecca Anderson	Palatine Ward Manager
Naomi Brennan	Palatine Ward Manager
Irina Martinspiticas	Day Unit Ward Manager
Jen Corry	Ambulatory Care Manager
Lisa Jeffrey	Senior Clinical Nurse Specialist
Rubia Ali	Clinical Nurse Specialist
Caitlin Wheatley	Clinical Nurse Specialist
Vicky Rothwell	Clinical Nurse Specialist
Lyndsey Griffiths	Clinical Nurse Specialist (TYA service)
Maggie Quinn	Clinical Nurse Specialist (Tameside)
Emma Whitham	Clinical Nurse Specialist (Macclesfield)
Sharon Jackson	Transfusion practitioner
Lorna Diggory	Deputy Transfusion practitioner
Rose Brewster	Senior Transplant Coordinator
Ali Braden	Cell Therapy Coordinator
Amy Cadogan	Cell Therapy Coordinator
Nicola Myers	Apheresis Lead
Lori Oraka	Apheresis Coordinator
Helen Morgan	Donor coordinator
Laura Roger	Donor Coordinator

Additionally, the Haematology team are supported by a dedicated Haematology Pharmacists and Operations Manager 2 quality managers.

The Clinical Research Team supports clinical trial activity for the department across all disease areas. Currently the team comprises 13 administration staff, 9 nursing staff and 1 research practitioner

The post will be allocated a shared secretary / personal assistant and will have a shared office.

Diagnostic Haematology service

Diagnostic services on the Christie Site are provided by The Christie Pathology Partnership (CPP); a joint venture which brings together the clinical expertise of the Christie NHS Foundation Trust Synlab UK (the UK division of one of the largest providers of laboratory services in Europe).

The services provided by the CPP currently comprise:

- Histopathology
- Blood Sciences (Biochemistry, Haematology, Blood Transfusion, Stem Cell Processing)
- Oncology Cytogenetics (regional service)
- Breast Tumour Receptors (regional service)
- Mortuary & Bereavement services

Microbiology & Virology and Cytology are contracted services that are performed off-site by Salford Royal NHS Foundation Trust and Manchester University NHS Foundation Trust respectively.

Histopathology

The department of Histopathology provides tumour pathology diagnostics and staging. Specimens are derived from two main sources: (a) biopsies and surgical specimens from theatres, wards, and outpatients in the hospital and (b) pathological material for review from other hospitals in the Northwest region, for cancer patients referred to the Christie's surgical and medical oncology Clinicians.

Blood Sciences

Biochemistry provides a rapid turnaround of routine biochemistry profiling. Specialised testing, reflecting the patient population of this tertiary centre include tumour markers, hormone assays including dynamic function tests, therapeutic drug monitoring, protein electrophoresis and immunofixation. Haematology provides a rapid turnaround for routine full blood counts and coagulation screens. A haematological diagnostic immunophenotyping service is provided. CD34 counts – pre and post stem cell harvest – are provided for the stem cell team. The blood transfusion laboratory provides a full cross matching and blood component service to support patients undergoing surgery and chemotherapy.

Stem Cell Processing

The Stem Cells laboratory service supports the Christie Stem Cell Transplant Program). The laboratory manager acts as the Designated Individual for the Human Tissue Authority (HTA) and is responsible for ensuring that harvesting of Peripheral Blood Stem Cells and Bone Marrow meets the required standards. The Stem Cell Laboratory carries out processing, quality assessment, cryopreservation, storage and distribution of human progenitor cells and Donor lymphocytes.

Oncology Cytogenetics

Oncology Cytogenetics is a specialised regional service department that provides conventional cytogenetic analysis and fluorescence in situ hybridization (FISH) analysis of bone marrow and blood samples for the detection of acquired chromosome abnormalities, the diagnosis and monitoring of leukaemia and of other clonal haematological disorders.

The department is also the major provider of FISH for cancer gene rearrangements on paraffin embedded tissues for Greater Manchester and currently offers tests on Lymphoma, Sarcoma and Oligodendroglioma brain tumours. FISH tests are also provided on paraffin-embedded tissue for the detection of HER2 gene abnormalities in breast and gastric tumours (with the Breast Tumour Receptor section).

Haematological Cancers Diagnostic Partnership (HCDP)

HCDP was launched in 2018 following completion of an external review in October 2017 and is a Specialist Integrated Haematology Malignancy Diagnostic Service (siHMDS) for Greater Manchester. Manchester University NHS FT (MFT) are the lead provider for this service, whilst the Christie acts as a key provider particularly for provision of specialist lymphoma diagnostic services. Specimen reception and initial analysis (including immunophenotyping) are undertaken at MFT. The analysis of liquid samples is centralised at the MFT laboratories on the Oxford Road campus, and the analysis of solid samples is consolidated at The Christie. Dr Richard Chasty (Consultant Haematologist) and Dr Anshuman Chaturvedi (Consultant Histopathologist) lead the service for the Christie site working in close collaboration with colleagues at MFT.

THE POST – DUTIES AND RESPONSIBILITIES

Please refer to the accompanying job description for the Amit Patel Leukaemia Research Fellowship & Cancer Research UK Manchester Institute Senior Clinical Institute Fellow

CLINICAL GOVERNANCE

Medical practice

All members of the Trust's medical staff are expected to practice within the GMC Guidelines; in particular those contained within the publications Good Medical Practice and Maintaining Good Medical Practice.

All of the above provide an outline of the duties of doctors who are registered with the GMC and in particular, emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up-to-date with clinical skills, work in teams and maintain good relationships with colleagues in all disciplines.

The Trust is committed to the support of these principles and provides funds for education and development of all grades of staff.

Continuing Professional Development (CPD)

The Trust supports the requirements for CPD as laid down by the GMC and royal colleges and is committed to providing time and financial support for these activities.

Clinical Governance

The Trust and Directorates are continuing to develop clinical governance and risk management arrangements building on existing frameworks. Consultant representatives sit on the Clinical Governance/Risk Management Committee. Within the Directorates a multi-professional Clinical Governance Committee oversees all clinical governance activity, including management of clinical risk.

Clinical Audit

All clinicians are expected to take an active part in clinical audit, as well as supervising audits undertaken by their teams, ensuring that the audit cycle is completed, and any required change in practice is implemented.

Research

The Trust encourages involvement in portfolio research working with the Clinical Effectiveness, Research and Development Department to ensure only the highest standards of research are achieved. All staff involved in research must undertake regular GCP training.

National Clinical Guidance

The individual will be expected to implement NICE and other national guidance, providing evidence of compliance through audit, and working with the Service Line to achieve full compliance where this is not initially demonstrable.

A monthly audit meeting is held to which all staff is invited. The Trust has a Clinical Effectiveness Unit which offers advice and support on developing audit systems.

Appraisal/Revalidation

The National Appraisal Scheme for Consultant Medical Staff (as outlined in MD5/01) is applicable to this post. The appointee will be required to fully co-operate and participate with the scheme in accordance with the Trust's procedure for consultant appraisal. This will comprise of an annual appraisal, which identifies personal and professional development needs; agreeing plans for them to be met, while reviewing the doctor's work and performance and considering the doctor's contribution to the quality and improvement of service delivery.

The annual appraisal and documentation forms the evidence needed to meet the requirements.

The post holder will also:

- Be responsible to the Clinical Lead for ensuring an annual appraisal is completed and job planning review undertaken
- Be expected to meet their objectives outlined within the job plan, and the requirements set out for GMC Revalidation
- Contribute to team objectives and priorities including their contribution to Departmental plans and targets for the GMC/GDC Revalidation process. Revalidation has two components, namely relicensing and recertification. Evidence for relicensing and recertification is based on what a doctor actually does in practice and is evidence based. Enhanced appraisal is at the heart of both relicensing and recertification.

The Christie Leader

We have a set of leadership values for our Trust leaders, consisting of;

- Is patient and staff focused
- Creates an inclusive team environment and leads with care and compassion

- Empowers and coaches individuals and teams
- Is a good communicator—listens and shares information and gives regular feedback
- Takes responsibility for improving quality and learning and supports Research
- Sets a clear vision/purpose for the team
- Collaborates and connects with others
- Is a strong and fair decision maker
- Supports career development and discusses performance
- Role models the Christie Commitment principles and behaviours

Job Planning

The job plan outlines the requirements of the post and may be altered by joint agreement with the Divisional Clinical Director and Service Manager and in response to service needs. Job Plans are also subject to an annual review as detailed in the Trust's Job Planning Policy. It is expected that the initial Job Plan discussion will take place within the first six months of employment at the Trust.

The annual review will examine all aspects of the job plan (including any Educational components) and will also include an assessment of professional development with defined goals for the future.

Example Job Plan Timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Research	Research	Clinic	Research	Research
PM	Research	Research	Clinic admin and Haematology MDT meeting	Research	Research

Job Plan PA Summary	Total PAs
Direct Clinical Care (DCC)	1.5
Supporting Professional Activities (SPA)	0.5
Research	8
Total	10

Contacts

Arrangements to visit the hospital or to discuss the role further, may be made direct with:

Name & Role Title	Email	Number
Dr Faye Sharpley – Clinical Director	the-christie.haemsecretaries@nhs.net	+44 161 446 3278
Professor Adrian Bloor – Divisional Medical Director	the-christie.haemsecretaries@nhs.net	+44 161 446 3278
Chloe Read - Service Manager	chloe.read3@nhs.net	+44 7771 187732

PERSON SPECIFICATION

Please refer to the accompanying job description for the Amit Patel Leukaemia Research Fellowship & Cancer Research UK Manchester Institute Senior Clinical Institute Fellow

Additional Terms and Conditions of Employment

National Terms and Conditions

This appointment follows the National Terms and Conditions of Service for NHS Consultants. These Terms and Conditions can be found online via [NHS Employers website](#).

Annual Leave, Bank Holiday and Study Leave Entitlement

Consultants in the first seven years in the grade will be entitled to 6 weeks and 2 days annual leave (32 days) per annum pro rata, this includes 2 statutory days. Once seven years' service has been completed at consultant level, entitlement will increase to 6 weeks and 4 days annual leave (34 days) per annum pro rata, this includes 2 statutory days. These entitlements follow National Terms and Conditions of Service.

In addition to the above annual leave, there is also entitlement to 8 public holidays.

The study leave entitlement for this role is 30 days over a rolling three-year period.

[Schedule 18, Terms and Conditions of Service, Consultant – England \(2003\)](#)

Essential Training

All doctors employed by the Christie are required to keep up to date with their essential training to ensure compliance with regulatory requirements for training and to promote safe and effective practice within the organisation.

Appraisal and Revalidation

All doctors are required to participate in Appraisal and Revalidation, this is not only a contractual obligation, but is also a requirement of the registered body the [GMC](#).

Appraisal is an opportunity to take stock of one's professional activities and career and must be undertaken annually.

Revalidation is the process by which licensed doctors are required to demonstrate they meet the required standards and are fit to practice. The Responsible Officer (RO) will make a revalidation recommendation to the GMC, usually once in a 5-year cycle. The doctor must ensure that all the evidence required, as outlined in Good Medical Practice is organised and sufficiently documented.

Successful candidates will be expected to connect to The Christie NHS Foundation Trust on GMC connect upon their first day in post. Details of who to contact in relation to Appraisal and Revalidation will be provided upon successful completion of all NHS pre-employment checks.

Allocate

Job planning takes place in a cycle between May – September annually. Job Planning discussions are held between the individual, the Clinical Director and the Service Manager which is then documented and final signoff obtained via L2P. L2P is the Trusts electronic system (implemented in 2023) for recording job plan agreements and is one consistent and transparent system that is easy to use and enables efficiencies in relation to the collation of documentation and calculation of time. It also provides the Trust with an overview of the medical workforce.

Medical Education

There is an expectation that all Medical Staff are involved in some form of education and that time from your SPA is allocated to Teaching depending on the nature and role of the individual. The SPA time which is specifically allocated relates to those who hold a Formal Educational Role, including Educational and Clinical Supervisors, as only some of the Medical Education roles are funded directly through Health Education England (HEE NW) rather than the Trust. To this endeavor, completion of an Annual Educational Appraisal is also part of the NHS Appraisal requirements for GMC Revalidation. Consultants/SAS doctors who take on the role of either an Educational and/or Clinical Supervisor for a Foundation and/or Specialty Trainee(s) will be duly allocated in accordance with The Trust's Job Planning Policy. Those consultants who take on the Educational Supervision of a Foundation and/or Specialty Trainee(s) should also be allocated 0.25 SPA time.

In accordance with the [GMC's – Good Medical Practice](#), all newly appointed Consultants and SAS Doctors will also be expected to engage in support and supervision of all our trainee grade workforce who are an important part of our ward teams. The Medical Education team will expect all new Consultants to take up the role of Educational and/or Clinical Supervisor within 12 months of taking up their position as many of our Consultants continue to enjoy these key roles throughout their careers. In addition to this, all newly appointed Consultants will also be expected to offer support and supervision to medical students and other learners within the trust who will be allocated to clinical sessions and receive teaching sessions during placements. Student allocations will be organised through our Medical Education Team. The Medical Education team will provide and/or signpost suitable training and updates for such roles.

Notice Period

Where termination of employment is necessary, The Christie NHS Foundation Trust will give a consultant three months' notice, in writing. Consultants are required to give The Christie NHS Foundation Trust three months written notice if they wish to terminate their employment.

In cases of gross misconduct, gross negligence, or where a doctor's registration as a medical doctor (and/or their registration as a dental doctor) has been removed or has lapsed without good reason, employment may be terminated without notice.

[Schedule 18, Terms and Conditions of Service, Consultant – England \(2003\)](#)

GENERAL STATEMENTS:

VACCINATION PROGRAMME

Flu is a key factor in NHS winter pressures. It impacts on those who become ill, the NHS services that provide direct care as a result, and on the wider health and social care system that supports people in at risk groups. The annual immunisation programme helps to reduce the spread of unplanned hospital admissions and pressure on the NHS and is therefore a critical element of the system-wide approach for delivering robust and resilient health and care services during winter. Therefore, all new Trust employees must have an annual flu vaccination unless they are medically exempt

RISK MANAGEMENT

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

RECORDS MANAGEMENT/DATA PROTECTION ACT

As an employee of the Trust, you have a legal responsibility for all records (including patient health, financial, personal and administrative) that you gather or use as part of your work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images. You must consult your manager if you have any doubt as to the correct management of the records with which you work.

HEALTH AND SAFETY REQUIREMENTS

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

CONFIDENTIALITY AND INFORMATION SECURITY

As a Trust employee you are required to uphold the confidentiality of all records held by the trust, whether patient records or trust information. This duty lasts indefinitely and will continue after you leave the trust employment.

All Information which identifies individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation.

TRUST POLICIES

The Trust operates a range of policies, e.g. Human Resources, Clinical Practice (available on the Trust intranet). All Trust employees must observe and adhere to the provisions outlined in these policies.

FLU VACCINATION

All staff employed after 1st June 2018, the contractual terms make the flu vaccination a mandatory requirement along with the annual flu vaccination programme thereafter, unless medical exemption applies.

EQUALITY, DIVERSITY AND INCLUSION

The Christie NHS Foundation Trust is committed to advancing equality, diversity and inclusion for all our patients, other service users and staff. We want to ensure that everyone who works at the Christie or uses our services is welcomed, valued and treated with dignity and respect.

It is your responsibility to understand and work in line with the Trust's equality, diversity, inclusion and human rights policies. You should value others and treat everyone you come into contact with at work with fairness, dignity and respect at all times and uphold their human and other rights.

INFECTION CONTROL

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with the best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI

ENVIRONMENTAL SUSTAINABILITY

All employees of the Trust have a responsibility to ensure they have an awareness of environmental sustainability issues which affect the Trust and to contribute to the achievement of the reduction of the Trust's environmental and energy performance footprint e.g. (but not limited to) the use of energy consumed in workspaces (heat/light/paper consumed) and to recycle consumable products wherever possible using appropriate facilities.

If you have any queries relating to this position, you can liaise with our Medical Workforce Team:

Medical Workforce Team
the-christie.medical.workforce@nhs.net

The Medical Workforce team will be able to offer support with queries relating to the recruitment process.

Jowita Cupial
Medical Workforce Advisor
jowita.cupial@nhs.net
07890896684

Jowita will be able to support with any queries relating to terms and conditions of employment.

Or if you have an issue that requires further escalation, please contact:

Susan Cross
Medical Workforce Manager
susan.cross8@nhs.net
07554229568