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ACF Job Description – Nephrology

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NHS England

NHS England

in partnership with the

University of Nottingham

Academic Clinical Fellow in Nephrology
For appointment at IMT2, IMT3 or ST4

Academic Clinical Fellowship in Renal Medicine

This post is designed for a Renal Medicine (Nephrology) Resident Doctor who has ambitions to work in academic Nephrology. The successful applicant will be awarded an Academic National Training Number (NTN/A) in Renal Medicine.

Please note that candidates applying for this post will be competing with Gastroenterology and Endocrinology & Diabetes Mellitus.

Applicants to IMT2 or IMT3 level must already hold an NTN/DRN in the specialty as there is no opportunity to apply via national recruitment for Clinical Benchmarking. Applicants to ST4 level must already hold an NTN/DRN in the specialty or apply via national recruitment to this specialty for Clinical Benchmarking.

Academic and Clinical Training in Nephrology will be integrated, with focused time for academic development. Training will be provided in research methods including study design, data collection, use of statistics, computer skills, presentation and writing papers.

During the academic components of the post, and in particular during the 9 months of protected academic time within the 3 years, the successful applicant will undertake academic training and original research in an area of their research interest.

Academic Nephrology at the University of Nottingham

The Centre for Kidney Research and Innovation (CKRI) is part of the Academic Unit of Translational Medical Sciences in the School of Medicine. The CKRI conducts research across several areas of Nephrology and has an international reputation for research, innovation and teaching in Nephrology, as well as a breadth of experience in academic and clinical training.

Major research themes of the CKRI include chronic kidney disease (CKD), acute kidney injury (AKI), dialysis therapy and its associated complications, and the application of multiparametric MRI techniques to these themes.

Current research grants are funded by the NIHR, MRC, Kidney Research UK, and The European Union's Horizon Programme.

More information on the CKRI is available via the University of Nottingham website accessible via: https://www.nottingham.ac.uk/research/groups/renal/

The academic department is based in the University of Nottingham building on the Royal Derby Hospital campus and comprises offices, meeting and teaching rooms. A full range of laboratory facilities is available through the Centre for Metabolism, Ageing and Physiology. The Department of Renal Medicine is on the 4th Floor of the main hospital and comprises a purpose-built modern dialysis unit, inpatient ward with HDU facilities and out-patients.

Enquiries should be addressed to Professor Nicholas Selby
nicholas.selby@nottingham.ac.uk

In addition to its strong research focus, the senior academic staff of the CKRI supervise PhD students from medical and science backgrounds, train Clinical Lecturers and Academic Clinical Fellows and mentor academic Resident Doctors at all levels. The Academic Unit also supervises undergraduate research and undertakes highly rated undergraduate and postgraduate teaching in Nephrology.

Two of our current PhD students are funded by NIHR fellowships and we have a strong track record in supporting ACF candidates to successfully secure funding for PhD fellowships.

ACF in Nephrology

Research opportunities

The ACF in Nephrology will be supported by the Academic Programme Director to identify an area of research for the benefit of patients. The CKRI offers a broad range of research opportunities in basic science, translational medicine, clinical studies, imaging and application of technology to patient care. During the 9 months of protected academic time, the ACF will have to opportunity to generate data, write up data for publication and prepare applications for PhD Fellowship funding with the supervision and mentorship of the senior academic staff of the Academic Unit.

Research opportunities may include:

- The Renal Risk in Derby (RRID) study – a long term cohort study in CKD
- The Acute Kidney Injury Risk in Derby (ARID) study – a long term cohort study in AKI
- Development of Multiparametric MRI to assess kidney structure and function in CKD and AKI, including the multicentre AFiRM study (application of functional renal MRI to chronic kidney disease)
- Multiparametric MRI to assess causes of mild cognitive dysfunction in CKD
- Bioimpedance and motion tracking to measure and quantify muscle mass and function in dialysis and CKD
- National Unified Renal Translational Research Enterprise (NURTuRE) – CKD: a multicentre national cohort study of people with CKD
- National Unified Renal Translational Research Enterprise (NURTuRE) – AKI: a multicentre national cohort study of people with AKI
- Validation and application of contrast enhanced ultrasound in AKI
- Intelligent Technologies for Renal Dialysis and Technologies (iTrend) – a study to investigate and develop technology to improve intradialytic haemodynamic stability in collaboration with the Institute for Innovation in Sustainable Engineering at the University of Derby.
- CoolHD – a randomised trial of cooling the dialysate to preserve cognitive function.

Thus, within the Centre for Kidney Research and Innovation Research Group there is expertise in all aspects of clinical research. Through a well-established collaboration with the Sir Peter Mansfield Imaging Centre (SPMIC), we have access to world-leading expertise in multiparametric MRI. Collaboration with the Centre for Metabolism, Ageing and Physiology (COMAP) provides access to expertise in muscle physiology and a full range of laboratory techniques. A separate collaboration with the University of Derby provides all of the expertise to support the iTrend study, in which advanced monitoring and engineering techniques are being applied to improve intradialytic haemodynamics and blood pressure. In addition, members of CKRI collaborate with senior investigators in other Units within the School of Medicine, the School of Life Sciences, Department of Engineering, within the University Hospital and internationally.

Academic time can be taken as day or block release. The successful candidate will discuss this with their Academic Programme Director at the start of the ACF, taking into account their clinical training requirements and academic project needs.

Teaching and Core Academic Skills

The Academic Clinical Fellow, like other specialty Resident Doctors, will participate in the teaching of Nephrology to undergraduate medical students and will contribute to journal clubs and postgraduate programme. The successful applicant will receive training in teaching and learning methods.

Training in core academic competencies will also be provided by access to Masters Courses at the University, particularly Nottingham's N-Trans and MRes Courses. There are also regular multidisciplinary research meetings where research methodology and work in progress are discussed, and a full postgraduate education programme.

Applicants are encouraged to discuss their areas of research interest with the Academic Programme Director for Nephrology, Professor Nick Selby (nicholas.selby@nottingham.ac.uk) before the interview.

ACF in the Clinical Training Programme

The clinical training programme in Nephrology

The successful candidates will undertake the appropriate level of clinical training programme in the North of the Health Education England, which for nephrology is centred on University Hospitals of Derby and Burton NHS Trust (Royal Derby Hospital campus) and Nottingham University Hospitals (Nottingham City Hospital campus).

Applicants are invited to commence at IMT2, IMT3 or ST4 level(s).

The clinical training programme is designed to provide:

- Good exposure to a wide range of medical specialities and acute medicine, specifically including nephrology
- Development of skills needed to manage patients presenting with a wide range of medical conditions
- Experience of outpatient services

An example of an ST4 Academic Clinical Fellow's rotation would be:

- ST4: Academic Training (6 months), General Nephrology (6 months)
- ST5: Academic Training (3 months); General Nephrology (9 months)
- ST6: General Medicine/Nephrology (12 months)

Clinical rotations are coordinated by the Clinical Training Programme Directors to address the clinical training needs of the successful applicant. Therefore, an ACF at IMT levels will have their clinical training needs with the IMT Clinical Training Programme Directors to decide their clinical training attachments and those at ST4 will agree their clinical training attachments with the Renal Medicine Clinical Training Programme Directors.

At the end of the 3-year ACF post, the Academic Clinical Fellow will either move into a PhD post before continuing their clinical training or progress/return directly to the clinical training programme.

This programme is based in hospitals in the North of Health Education England including:

- Nottingham University Hospitals (Queens Medical Centre and City Hospital Campuses)

- University Hospitals of Derby and Burton NHS Foundation Trust
- Kings Mill Hospital, Mansfield

With one of the largest and most complete nephrology training programmes in the UK, following satisfactory ARCP assessments you will rotate between posts within the programme and develop your career in the company of nationally and internationally renowned clinicians, patient services and research groups at two of the UK's leading transplant and nephrology centres.

Extra duty payments will be paid based on the rota associated with each clinical placement. If academic time is taken as block release, clinical out-of-hours duties are not usually undertaken in this time, which would result in cessation of these payments during academic block release.

On completion of the three-year Academic Clinical Fellowship, the post holder will either take up a Clinical Research Fellowship working towards a doctorate (later returning to clinical training) or, alternatively, may continue with full time clinical training to CCT within the clinical rotation.

See: https://www.eastmidlandsdeanery.nhs.uk/medicine/renal_medicine

Mentorship, Appraisal and Assessment

In addition to their research supervisor, the successful candidate will have an academic mentor who will be a senior clinical academic and who will provide support for all aspects of the Academic Clinical Fellowship. In addition, as for all clinical Resident Doctors, educational support for clinical training will be provided by an Educational Supervisor who will provide guidance and support in attaining clinical competencies and in the development of a personal e-portfolio. For each clinical attachment, the Resident Doctor will be allocated a Clinical Supervisor to assist them in attaining their clinical competencies. This will be complimented by the well-established Clinical Training Day Programme.

Completion of clinical training will be contingent on satisfactory appraisal of clinical competencies. Academic Clinical Fellows will undertake regular appraisals and an annual joint academic and clinical and assessment (Joint Clinical Academic ARCP) and competency-based assessments.

Personal Specifications

Applicants for this post should fit the both the academic person specification and the clinical person specification for the level of training. Both the academic and clinical person specifications can be found at https://medical.hee.nhs.uk/medical-training-recruitment/medical-specialty-training/person-specifications

Successful applicants will have **all** of the essential criteria listed in the person specification. Where different essential criteria in academic and clinical person specifications exist, successful applicants will have demonstrated the higher criteria.

Further information can be obtained from:

Academic Programme Director	**Professor Nicholas Selby**	nicholas.selby@nottingham.ac.uk
Training Programme Directors for IMT	**Dr Lindsay Chesterton**	Lindsay.chesterton@nhs.net

Enquiries should be addressed to Professor Nicholas Selby
nicholas.selby@nottingham.ac.uk

	Dr Janson Leung	Janson.leung@nhs.net
Training Programme Director for Renal Medicine	**Dr Joanna McKinnell**	joanna.mckinnell@nhs.net
Clinical Academic Training Programme Team	**Harriet Delahoy & Katie Harrison**	ms-iatadmin@nottingham.ac.uk
NHS England	**Ms Marcia Reid**	https://nhs-help.freshdesk.com/support/home

The University's Clinical Academic Training Programme Deputy Director Professor David Humes is also available to provide advice, see website: www.nottingham.ac.uk/go/catp

Useful links

NIHR Resident Doctors website: https://www.nihr.ac.uk/explore-nihr/academy-programmes/integrated-academic-training.htm

Life in Nottingham: http://www.nottingham.ac.uk/studywithus/nottinghamlife/index.aspx

About the University of Nottingham and School of Medicine: https://www.nottingham.ac.uk/medicine/documents/school-of-medicine-further-information.pdf

Appendix 1:

Life in Nottingham and Derby

Nottingham

Central within the East Midlands, Nottingham is a vibrant and prosperous city with something to offer everyone. It is one of the UK's leading retail centres and has a huge variety of restaurants, bars and nightclubs, which attract people from all over the UK. Culturally, it has good theatres, an arena which attracts both national and international performers and a range of historical interests relating to subjects such as the lace industry, Lord Byron and DH Lawrence. Nottingham is also known for sport, being the home of Trent Bridge Cricket Ground, Nottingham Forest and Notts County Football Clubs, the National Water Sports Centre and the Nottingham Tennis Centre. There is a good network of roads with easy access to the M1 and the A1, a fast frequent rail service to London and other major cities. Nottingham East Midlands Airport is only eighteen miles away.

The city is set within a county of outstanding natural beauty, which includes Sherwood Forest, Wollaton Park, lively market towns and wonderful historic buildings. Housing is relatively inexpensive and, in addition to the two Universities, there are excellent schools and colleges available.

To find out more about Nottingham, use the following links:

Nottingham County Council – Tourism
https://www.visit-nottinghamshire.co.uk/

University of Nottingham
http://www.nottingham.ac.uk

Zoopla (Guide to local properties)
http://www.zoopla.co.uk/

My Nottingham (information on schools, term dates, school transport etc.)
http://www.nottinghamcity.gov.uk/education-and-schools/school-admissions/

Derby

Derby is a historic city, which lies at the heart of some of England's most magnificent countryside. The Derbyshire Dales and the Peak District National Park are only a short drive away, with the spa towns of Ashbourne, Matlock and Buxton within easy reach. Southern Derbyshire has a population of approximately 570,000 and is well served by rail and road within easy travelling distance of the M1, M5, M6 and M42. The Nottingham East Midlands Airport is close by. The city offers a wide range of recreational amenities. The Assembly Rooms and Playhouse offer a wide variety of shows, concerts and productions to suit all tastes. Other nightlife centres around two multi-screen cinemas, various nightclubs, several traditional public houses and excellent restaurants in the city centre and throughout the county. There are various social and cultural facilities, museums, stately homes, castles, gardens and numerous places of historical and archaeological interest. There are first class facilities for sport enthusiasts within Southern Derbyshire including Derbyshire County Cricket Club and Derby County Football. Housing is both plentiful and reasonably priced, with a choice of country village settings and modern hustle and bustle of city life, with the larger cities of Nottingham and Leicester within easy access. There are many good schools, primary and secondary, both state and private.

To find out more about Derby, use the following links: Derby City Council www.derby.gov.uk

Zoopla (Guide to property in the local area) http://www.zoopla.co.uk/

Appendix 2: Nottingham University Hospitals NHS Trust (NUH)

Who we are

Nottingham University Hospitals (NUH) became established in 2006 following the merger of Nottingham City Hospital and Queen's Medical Centre (QMC).

We are proud to be part of the community, improving the health and wellbeing of people in Nottingham, Nottinghamshire and beyond.

With more than 19,000 colleagues and 750 volunteers, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country. As a specialist centre for a range of national and internationally renowned services, including stroke, renal, neurosciences and cancer services, we care for people from across the East Midlands and beyond.

We deliver district general services to 2.5m residents of Nottingham, Nottinghamshire, and its surrounding communities. Our specialist services allow us to deliver care to 4.5m people from across the East Midlands and nationally for a handful of services.

- QMC is where our Emergency Department (ED), Major Trauma Centre and the Nottingham Children's Hospital are based. It is also home to the University of Nottingham's School of Nursing and Medical School
- Nottingham City Hospital is our planned care site, where our cancer centre, heart centre and stroke services are based, and where some of our emergency admissions units are located.
- Ropewalk House is where we provide a range of outpatient services, including hearing services.

We have a national and international reputation for many of our specialist services, including stroke, renal, neurosciences, cancer services, and trauma.

We are at the forefront of many research programmes and new surgical procedures. In partnership with the University of Nottingham, we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health, and imaging.

As a teaching trust we have a strong relationship with our colleagues at the University of Nottingham and other universities across the East Midlands, including Loughborough University, where we are part of the Olympic Legacy project. We play a vital role in the education and training of doctors, nurses, and other healthcare professionals.

We have ambitious plans to improve our hospitals and the services we deliver for our patients. As well as the redevelopment of Nottingham City Hospital and the QMC, we are building a new NHS rehabilitation facility on the Stanford Hall Rehabilitation Estate near Loughborough, National Rehabilitation Centre (NRC) due to open this year.

Our vision and strategic objectives

Our vision for 2026-31 is to be outstanding in health outcomes and patient and staff experience.

Our purpose:

- **Providing high-quality care:** We are here to deliver safe, compassionate, and timely care that improves lives and puts patients first.
- **Educating and developing current and future staff:** We are here to grow and support our people through world-class education, training, and development opportunities.

- **Advancing practice through research, innovation, and quality improvement:** We are here to lead progress by driving research, embracing innovation, and continuously improving the way we care.

How will we get there?

- **Care:** Consistently provide the right care, at the right time, in the right place
- **People:** Deliver an outstanding experience for our people so they can deliver an exceptional experience for our patients
- **Innovation:** Be a centre of excellence where innovation and research shape the future of health and care
- **Resources:** Use our resources wisely and be a streamlined and efficient organisation delivering excellent experience and value

Our values

At NUH, we are committed to creating outstanding care and becoming an employer of choice. To achieve this, our values and behaviours serve as the guiding principles that shape our culture and define who we are. Our four values are:

- Kind – We are compassionate and caring to everyone.
- Inclusive – Everyone is welcome here.
- Ambitious – We continuously improve.
- One Team – We achieve more when we do it together.

Management arrangements in the Nottingham University Hospitals NHS Trust

NUH is managed via a structure of four key care groups:

- Medicine
- Surgery and Associated Services
- Family Health
- Specialist Clinical Services

There are also the Corporate Departments. Each care group is led their respective Clinical Care group leadership teams.

Conditions of service and governance

NUH is committed to the development of Clinical Governance. The approach taken is to develop actions plans at a directorate level. Each member of the medical staff is expected to take an active role in clinical governance activities within their care group, and each care group has a consultant nominated as Clinical Governance lead. The activities include (but are not restricted to) audit, incident reporting, review of complaints, risk management, CPD and Evidence Based Practice.

Professional standards

The Head of Service is managerially responsible for all activity and personnel in their speciality. They are accountable to a Clinical Director. The Medical Director and Responsible Officer Dr Manjeet Shehmar, has overall responsibility for the professional standards of consultants employed by NUH.

All consultants are expected to follow the guidelines on practice laid down by the General Medical Council's "Maintaining Good Medical Practice" and are accountable to the Trust for their actions and for their actions and for the quality of their work. There is annual review of Job Plans and annual Appraisal.

Appendix 3: Derby and University Hospitals of Derby and Burton NHS Foundation Trust

Derby

Derby is an historic city, which lies at the heart of some of England's most magnificent countryside. The Derbyshire Dales and the Peak District National Park are only a short drive away, with the spa towns of Ashbourne, Matlock and Buxton within easy reach. Southern Derbyshire has a population of approximately 570,000 and is well served by rail and road within easy travelling distance of the M1, M5, M6 and M42. The Nottingham East Midlands Airport is close by. The city offers a wide range of recreational amenities. The Assembly Rooms and Playhouse offer a wide variety of shows, concerts and productions to suit all tastes. Other nightlife centres around two multi-screen cinemas, various nightclubs, several traditional public houses and excellent restaurants in the city centre and throughout the county. There are various social and cultural facilities, museums, stately homes, castles, gardens and numerous places of historical and archaeological interest. There are first class facilities for sport enthusiasts within Southern Derbyshire including Derbyshire County Cricket Club and Derby County Football. Housing is both plentiful and reasonably priced, with a choice of country village settings and modern hustle and bustle of city life, with the larger cities of Nottingham and Leicester within easy access. There are many good schools, primary and secondary, both state and private.

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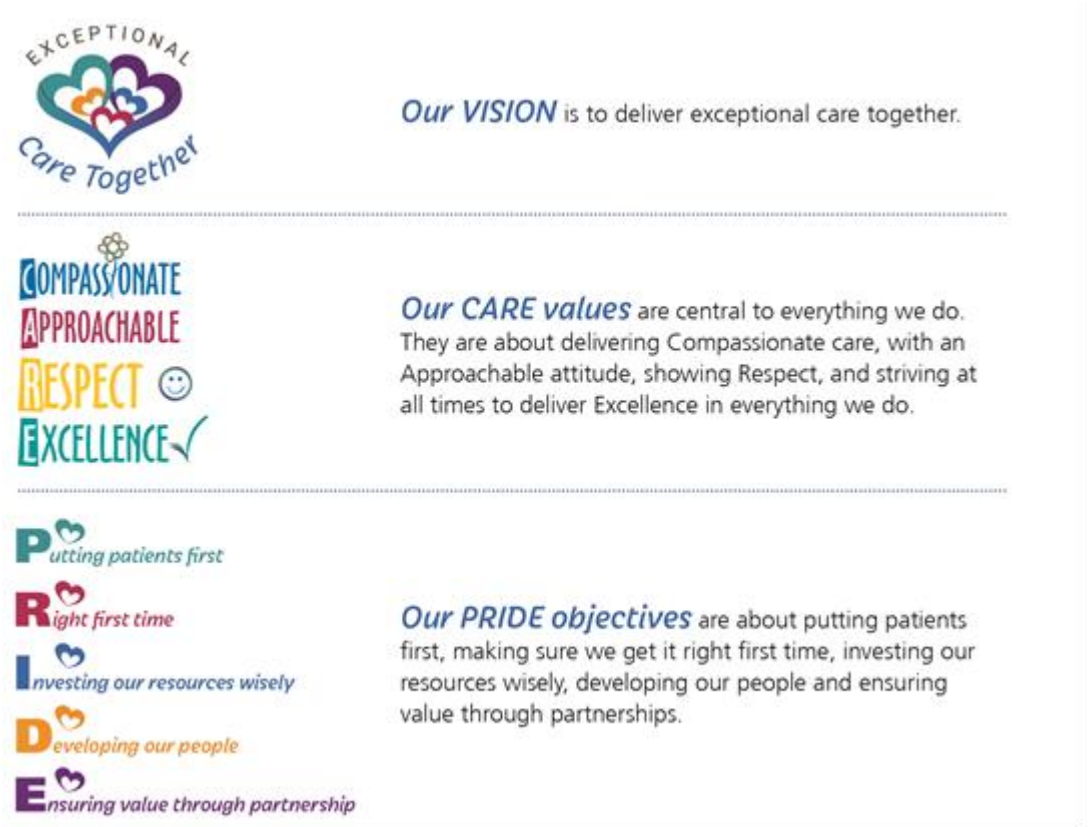
Zoopla (Guide to property in the local area) http://www.zoopla.co.uk/

University Hospitals of Derby and Burton NHS Foundation Trust

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield, and Tamworth – to provide the highest quality care to patients across southern Derbyshire and South East Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South-East Staffordshire. All our employees are expected to demonstrate the following behaviours: Compassion, Approachable, Respect, Excellence – the C.A.R.E. values:



Equality, Inclusion and Diversity
University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers, and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities. The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity, and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

Freedom to Speak up
The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet.

Data Protection
Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

Confidentiality
The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

Infection Control
The prevention and management of infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices, and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors, and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices, and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Health and Safety at Work Act
All staff must not willfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

Smoke Free Trust
The smoke free policy applies to staff, patients, resident's visitors, and contractors.

Trust Policies and Procedures
All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

Further Information
To find out more about the Trust, please visit www.uhdb.nhs.uk
To find out more about Derbyshire or Staffordshire please visit www.derby.gov.uk or www.enjoystaffordshire.com

Academic Clinical Fellowships at the University of Nottingham



Enquiries should be addressed to Professor Nicholas Selby
nicholas.selby@nottingham.ac.uk