



ACADEMIC CLINICAL FELLOW IN

Respiratory IMT1, IMT2 or IMT3
Endocrine and Diabetes IMT1, IMT2 or IMT3
Haematology IMT1, IMT2 or IMT3
Rheumatology IMT1, IMT2 or IMT3
General Surgery (Upper GI surgery) CT2 or CT3
Vascular Surgery CT2 or CT3
Urology CT2 or CT3
Gastroenterology IMT1, IMT2 or IMT3
Cardiology IMT1, IMT2 or IMT3
General Practice ST1 or ST2
Public Health ST2

Start Date from August 2027 - Feb 2028

Further details can be obtained from the [NIHR Website](#)

Academic Clinical Fellowships in Norwich

Thank you for considering the Norwich ACF Program!

We are thrilled that you consider joining us as part of this dynamic community of clinicians and researchers, where innovation meets opportunity. [Norwich is a vibrant city](#), rich in history and culture, and our ACF scheme is designed to provide you with an exceptional platform to thrive both professionally and personally.

As you embark on this exciting journey, you will be diving into cutting-edge clinical research alongside your clinical training, guided by experts at the forefront of their field. This is a unique chance to hone your skills, push boundaries, and make significant contributions to the future of healthcare.

But it is not just about work! Norwich boasts a thriving social scene, stunning countryside, and a welcoming community. We encourage you to explore all the city has to offer, build lasting connections, and immerse yourself in the experience.

We are confident that your time with us will be full of growth, discovery and success. Here's to the beginning of an incredible chapter in your career!

The Norwich Research Park

As an ACF, you will be joining the [Norwich Research Park \(NRP\)](#). NRP is a powerhouse of innovation and discovery, pulsating with the energy of some of the world's leading minds in science, technology, and medicine. With 8 partners (including the University of East Anglia and Norfolk and Norwich University Hospital as well as the BBSRC, John Innes Institute, Earlham Institute and Quadram Institute) and more than 30 companies, it nurtures cutting-edge research across diverse fields- from groundbreaking health and biomedical sciences to pioneering agricultural technologies. Here, collaboration is more than just a buzzword; it is a dynamic reality where universities, institutes and companies come together to push the boundaries of knowledge and solve global challenges. With state-of-the-art facilities, a spirit of entrepreneurship, and a strong focus on translating research into real-world impact, the NRP is not just a place of learning, it is a hub of creativity, where the future is constantly being shaped.

The Norfolk and Norwich University Hospital

The Trust was first established on 8 February 1994 and was authorised as an NHS Foundation Trust on 1 May 2008. It comprises both the Norfolk and Norwich University Hospital and Cromer Hospital. Traditionally it has provided acute services to an area of approximately 1,200 square miles from Wells-next-the-Sea on the north coast of the county to Thetford in the south and from Fakenham in the west to Acle in the east.

NNUH is an acute teaching Trust providing comprehensive general and specialist services for a population.

Norfolk and Norwich 21st Century Healthcare

The Norfolk and Norwich University Hospital became operational in late 2001 and the new teaching hospital and state-of-the-art health care facilities it offers have attracted a great deal of attention; locally, nationally and internationally. Delegations from around the globe have come to Norwich to study how to design and run a modern, flexible, state-of the-art teaching hospital. Our visitors have come from health services as far afield as Japan, China, Malaysia, Canada, Netherlands, Norway, Sweden, Estonia and Ukraine.

Recently the Trust has completed its new 14-million-pound ward block and a 7 million-pound Norfolk Centre for Interventional Radiology (NCIR). This significant investment comes on top of the opening in 2018 of the UK's largest state of the art endoscopy centre (at the Quadram institute) at a cost of 70 million, currently the largest endoscopy unit in Europe.

The story of the Norfolk and Norwich University Hospitals NHS Foundation Trust is the story of an expanding, innovative NHS; committed to reform and improve the modern hospital environment for the benefit of both patients and our hospital staff.

But we stand for more than just a busy, modern teaching hospital. We firmly believe in caring as best we can for our patients in parallel to developing our staff throughout their careers in order to increase their skills, knowledge and job satisfaction. After all, it is our staff who every year treat patients drawn from Norfolk, the surrounding counties and other parts of the country, and without our staff, none of the progress we are making would be possible.

Cromer Hospital remains a vital part of the Norfolk and Norwich University Hospital NHS Foundation Trust and provides North Norfolk residents with expanding services including outpatient clinics, day procedures, pre-admission clinics, endoscopy services and a minor injuries unit. Originally founded in 1932, the Hospital continues to enjoy a reputation for providing excellent care for our patients, who appreciate the warm and friendly atmosphere of their local hospital. In addition, in 2012 it benefited from 16 million pounds of local investment.

We also have staff/services operating from a number of other sites e.g. Rouen Road and the Cotman Centre.

In August 2019 the Department of Health announced a new imaging initiative at Norfolk and Norwich University Hospital worth 40 million pounds of new investment, aiming to improve diagnostics in our population.

In May 2025, Norfolk and Norwich University Hospital merged with Queen Elizabeth Hospital King's Lynn and James Paget University Hospital to become one organisation known as Norfolk and Waveney University Hospitals Group. The ACFs can be allocated to work in any of the hospitals of the Group, although we endeavour to have most of their time in NNUH.

The University of East Anglia

As an ACF in Norwich, you will work within the Norwich Medical School, which sits within the Faculty of Medical and Health Sciences

The Faculty of Medicine and Health Sciences

Pro Vice Chancellor: Professor Philip Baker

The Faculty of Medicine and Health Sciences is led by the Pro Vice Chancellor of Medicine and Health Sciences, Professor Philip Baker, working closely with the Heads of School, and the Associate Deans who share responsibility for the areas of Research; Enterprise and Engagement; Learning and Teaching; Admissions; and post graduate research (PGR). These senior academics, together with the Senior Faculty Manager, the Faculty Human Resources Manager, and the Faculty Finance Manager, form the Faculty Executive.

Teaching is organised through the Faculty's two Schools of study, comprising Health Sciences (HSC) and Norwich Medical School (MED), assisted by a Centre for Inter-professional Practice (CIPP).

The Faculty also has strong research links with the Norwich Research Park, comprising the Quadram Institute (QI), the John Innes Centre (JIC), and the Norfolk and Norwich University Hospital NHS Foundation Trust.

The Norwich Medical School

Head of School: Professor Kris Bowles

The Norwich Medical School was established at UEA in 2001 and has over 200 members of academic, research and support staff – and a large number of active NHS secondees and honorary appointees – from a wide range of disciplines (including medical specialties, biological sciences and a range of social and statistical disciplines, including health economics, clinical psychology, epidemiology and medical statistics).

The School has grown with a current entry each year of 220 students. Its first students graduated in 2007. As part of UEA, we have achieved significant milestones such as UK Top 26 (Complete University Guide 2026), UK Top 25 for research quality (Times Higher Education Rankings 2026), World Top 60 (QS World Rankings for Sustainability), 180th the World's Top Universities (TIME Magazine 2026) and held Athena SWAN Silver Award Holder (since 2019) in recognition of advancement towards gender equality for all (Advance HE).

Furthermore, our research was commended in the REF 2021 cycle, particularly for expanding academic clinical training (including the ACF), the supporting environment and excellent feedback received.

The Schools' research focus is on developing translational research themes that answer important health questions, from an understanding of the basic mechanisms and genetics of disease through to

clinical trials and from there to incorporation into clinical guidelines and evaluation within the broader health care community.

The Medical School has a vision to build a clinical and translational research programme of international standing based on the existing strengths of the Medical School, UEA, The Norfolk and Norwich University Hospital (NNUH) and the Norwich Research Park (NRP). The presence of 3 BBSRC research institutes on the Norwich Research Park, Quadram Institute (QI) John Innes Centre (JIC), Earlham Institute (EI) provides unique opportunities not available to other comparable medical schools.

Preventive medicine is a major goal for 21st century medicine. The role of diet in the prevention of a wide spectrum of disease will be a particular focus of research within the Medical School. Incorporated with this will be parallel strategies to understand the epidemiology and health economic impact of the conditions studied.

The Medical School research currently is delivered through three Centres, The Metabolic Health Centre, the Population Health Centre and the Lifespan Centre. This allows significant collaboration between the centres and between them the following areas of research are covered:

- Cancer Studies
- Cardiometabolic science
- Clinical Science and Trials
- Endocrinology & Diabetes
- Epidemiology
- Hepatology, Gastroenterology and Gut Biology
- Health Economics
- Health Services Research
- Medical Microbiology and Infection
- Musculoskeletal Science
- Nutrition
- Psychological Sciences

The Norwich Epidemiology Centre (NEC) sits across Norwich Medical School and the School of computing science, UEA. The NEC leads UEA's epidemiology research. The centre's ethos is interdisciplinary and includes colleagues across the research park with expertise in epidemiology (including cancer epidemiology), pharmacoepidemiology, statistics, computer science, public health, primary care and academic clinicians in secondary care. Support for NIHR integrated academic trainees is well established within the NEC. The NEC hosts UEA's CPRD multi-study licence and provides oversight, expertise and support with data access, linkages, dataset construction and statistical analysis.

Norwich Medical School has two main facilities, with the main campus site at UEA. The second site is the Bob Champion Research and Education Building (BCRE), which is adjacent to the Norfolk and Norwich University Hospital (NNUH). Opened in late 2014, this £19 million building includes scientists and clinicians from the UEA and the NHS. It contains bespoke laboratory facilities, office and teaching spaces, including a 200-seat lecture theatre centred in a spacious atrium and social space.

We benefit from being a core part of Norwich Research Park (NRP), which has over 3000 scientists who predominately carry out translational health-related research. NRP includes three BBSRC supported institutes, namely, the Quadram Institute of Bioscience, the John Innes Centre and the Earlham Institute, as well as the NNUH. The new QI building (which opened in July 2018) hosts our joint QI-UEA-NNUH clinical research facility (a purpose built 750m² facility which has the capacity to accommodate 17 research participants simultaneously and includes a multi-function phlebotomy suite, a GMP compliant

test kitchen, an NHS trials pharmacy and laboratory space). The proximity of NRP partners facilitates close working relationships and cross-fertilisation of research ideas.

Norwich Medical School has also been a partner with the Cambridge University Medical School in a Wellcome Doctoral PhD fellowship scheme for the last 10 years, which saw multiple ACFs securing funding for their subsequent PhDs.

In addition to the NNUH, the medical school enjoys a strategic partnership with other teaching Trusts: the James Paget University Hospital in Great Yarmouth, Norfolk and Suffolk Foundation NHS Trust in Norwich, Ipswich Hospital and the Queen Elizabeth Hospital, Kings Lynn as well as local Clinical Commissioning Groups (CCGs), which collectively constitute UEA Health Partners.

The university has its own Siemens 3T Research MRI scanner located at the main campus of the university and also agreement for using the hospital's GE 3T and two Siemens 1.5T for research purposes.

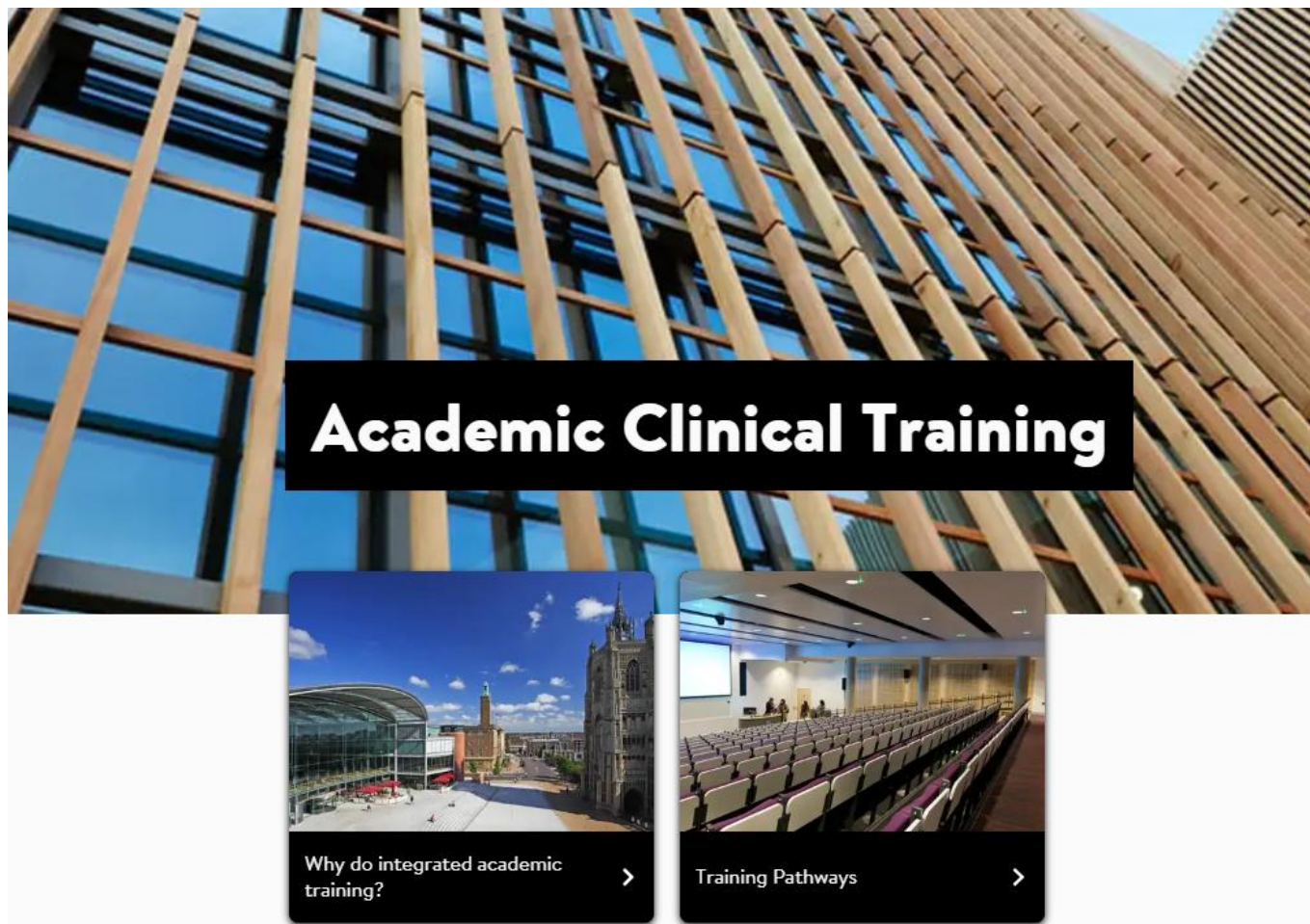
Norwich Academic Training Office (NATO)

Director: Professor Vassilios Vassiliou

Deputy Director: Dr Leo Alexandre

As an ACF, you will join the Norwich Academic Training Office (NATO) which is responsible for overseeing your academic clinical training. NATO provides a structured pathway for medical professionals engaged in both clinical and research endeavours, offering a comprehensive framework to nurture the next generation of clinical academics. With a focus on mentorship, funding opportunities, and research guidance, NATO helps trainees excel in both their academic and clinical careers. By fostering strong connections with institutions such as the Norwich Research Park and Norfolk and Norwich University Hospitals, NATO ensures that trainees are part of a vibrant academic and clinical ecosystem where research and practice seamlessly integrate. Our current satisfaction rating by our ACFs stands at an impressive 97%, which we aim to improve. In the last cohort, 80% of ACFs eligible for a PhD secured funding and progressed towards a PhD.

Most ACF posts will have the majority of their time in the Norfolk and Norwich Hospital but also other hospitals within the Norfolk and Waveney University Hospitals Groups (including James Paget University Hospital in Gorleston and Queen Elizabeth Hospital in Kings Lynn).



The UEA Website on Academic Clinical Training by the [Norwich Academic Training Office](#) providing further information about our ACF programme.

The city of Norwich

Norwich is a beautiful city, young, vibrant and full of activities. But also it is well connected by road, train and air.

Norwich is the capital city in the county of Norfolk and the largest city in East Anglia. The City is well connected by road and rail to London. Trains run every 30 minutes from Norwich via Colchester with an average journey time of 1 hour to Colchester and 1 hour 50 minutes to Liverpool Street, London. Rail services also extend to Cambridge and the Midlands. Norwich airport offers travel to many UK destinations and over 70 European as well as 100 worldwide destinations via Schiphol/Amsterdam. One of the major London airports (Stansted Airport) is 1 hours and 45 minutes drive from Norwich.

The Norfolk and Norwich University Hospital (NNUH) is situated four miles from the centre of Norwich, close to the University of East Anglia (UEA), to the Southwest of Norwich and off the A47 and A11. There is public transport by bus from the train station, city centre and several park and ride car parks.

The City of Norwich has a cultural and historic heritage. There are many medieval streets and historic buildings such as the Cathedral dating from the 11th century and the Norman Castle. Norwich is also a vibrant, modern city with new developments, numerous cultural and sporting activities, shopping, theatres and restaurants. There is a new River Leisure Complex designated for entertainment including theatres, cinemas (including 14-screen display and a 6-screen multiplex), night clubs, pubs, bowling alley and fitness centres. Norwich attracts many visitors every year because of its cultural events including music and arts festivals as well as exhibitions run by the Sainsbury Centre for Visual Arts. The Norfolk

countryside is famous for its beautiful coastline, network of lakes, rivers and waterways known as 'The Norfolk Broads'. The nature reserves are ideal for bird watching, sailing or just enjoyment of the peace and tranquillity.

Norwich is therefore a city where history and innovation intersect, offering a unique environment for both academic excellence and personal growth. Beyond its academic allure, Norwich offers a thriving arts scene, independent shops, and a vibrant culinary landscape, all set against the tranquil beauty of the surrounding Norfolk Broads. For students, researchers, professionals and of course ACF's alike, Norwich is not just a place to study or work: it is a dynamic, supportive community that encourages both intellectual and personal development.



Photo: The cathedral quarter of Norwich. [From https://cathedralquarternorwich.co.uk/ where you can see further images](https://cathedralquarternorwich.co.uk/where-you-can-see-further-images) from Norwich.

The University of East Anglia

At UEA our aim is to provide the highest quality environment for research and study. Since our foundation we have established a reputation for academic excellence and rigour within a supportive ethos. It is a reputation that we intend to maintain. Our campus lies in 320 acres of parkland on the outskirts of the medieval city of Norwich – the historical capital of East Anglia. This outstanding location, with its striking modern campus, enthusiastic atmosphere and willingness to explore new ideas make UEA a special place to work.

The University has a strong heritage of distinctive academic thinking. Gaining Royal Charter in 1962 and admitting its first undergraduates in 1963, UEA was established as part of the post-war boom in higher

education. The city donated the old Earlham municipal golf course and leading architect Denys Lasdun was tasked with producing a design which would reflect and complement an innovative inter-disciplinary structure. The result was an architecturally striking, close-knit campus community in which academics from all disciplines could work in close proximity.

The legacy of that design is an enduring one. UEA has led the way in the development of disciplines such as environmental science, development studies, American studies and creative writing because its founding ethos and physical environment encouraged the cross-fertilisation of traditional academic subjects. Today's students follow in the footsteps of Nobel prize-winning scientists Professor Sir Paul Nurse (2001) and Prof Sir Michael Houghton (2020), vaccinologist Dame Sarah Catherine Gilbert, Booker Prize winning authors Anne Enright and Ian McEwan, and Kazuo Ishiguro who won both the Booker Prize and Nobel Prize in Literature (2017), as well as comedy writer Paul Whitehouse.

DESCRIPTION OF THE POST

All ACFs last for three (3) years (except for LTFT which are adjusted to cover 36 months in total) and include 75% clinical training and 25% research time. These NIHR funded posts are exclusively and entirely funded by the NIHR. These ACFs guarantee progression to higher specialty training in the allocated specialty, but do not guarantee automatic completion of CCT.

Prior to or upon successful completion of the ACF time, you will be expected to be able to submit a competitive application for PhD.

For the 2025-2026 b 2026 ACF period, we have opportunities in the specialties listed in the table below.

For any questions you can contact the NATO Director, Prof Vass Vassiliou (email: v.vassiliou@uea.ac.uk) or deputy director, Dr Leo Alexandre (email: leo.alexandre@uea.ac.uk) or the research lead for each of the specialties as indicated below. For further information please review the Advert for each ACF post.

In addition to these NIHR posts, we may have more locally funded ACF posts which we will endeavour to recruit to through the same interviews.

Area	Research supervisor(s)
Respiratory	Dr Eleanor Mishra eleanor.mishra@nnuh.nhs.uk Prof Andrew Wilson a.m.wilson@uea.ac.uk Dr Charaka Handinnapola charaka.hadinnapola@nnuh.nhs.uk
Endocrinology & Diabetes	Prof Helen Murphy helen.murphy@uea.ac.uk Dr Sankalpa Neupane sankalpa.neupane@nnuh.nhs.uk
Haematology	Prof Kris Bowles k.bowles@uea.ac.uk Prof Stuart Rushworth s.rushworth@uea.ac.uk Dr Charlotte Hellmich C.Hellmich@uea.ac.uk
Rheumatology	Dr Max Yates m.yates@uea.ac.uk
General Surgery (Upper GI)	Prof Bhaskar Kumar bhaskar.kumar@nnuh.nhs.uk
Vascular Surgery	Mr Phil Stather P.Stather@uea.ac.uk Mr Stephen Crockett Stephen.Crockett@nnuh.nhs.uk

Urology	Prof Robert Mills robert.mills@nnuh.nhs.uk Prof Dan Brewer d.brewer@uea.ac.uk
Gastroenterology	Dr Leo Alexandre leo.alexandre@uea.ac.uk Dr Simon Chan simon.chan@uea.ac.uk Prof Simon Rushbrook s.rushbrook@uea.ac.uk
Dermatology	Dr Zoe Venables zoe.venables@nnuh.nhs.uk
Cardiology	Prof Vassilios Vassiliou v.vassiliou@uea.ac.uk
Paediatrics	Dr Emma Webb emma.webb@nnuh.nhs.uk
General Practice	Dr Helen Parretti h.parretti@uea.ac.uk
Public Health	Prof Nick Steel n.steel@uea.ac.uk Prof Max Bachmann m.bachmann@uea.ac.uk

TERMS AND CONDITIONS

The appointment shall be subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and the General Council Conditions of Service as amended from time to time. Copies of the latest editions and amendments issued from time to time may be seen in the Medical Recruitment Office.

Protection Of Children - DHS Circular HC(88)9: Within the terms of the above circular, and in view of the substantial access to children, you are required when applying for this post to disclose any record of convictions, bind-over orders or cautions against you as an appendix to accompany this application form.

Language Competency: All applicants are required to demonstrate their competence to communicate in English and communication skills as being at a level necessary to do the job safely and effectively, in accordance with HSC 1999/137.

Salary: The salary is within the scale for the post appointed to and intensity payments. Payment for internal locum cover is at the standard rate if such cover is agreed.

Professional Registration and Insurance: The appointee must have current full registration with the General Medical Council with a licence to practise and continued basic membership of a recognised Medical Defence Organisation is advised.

Accommodation: Single and married accommodation may be available on request if required.

Occupational Health: The appointment will be subject to the completion of a satisfactory health questionnaire. All appointees will be required to attend Occupational Health within a month of taking up the post.

GENERAL CONDITIONS OF APPOINTMENT

1. All staff must safeguard the integrity, confidentiality and availability of sensitive information at all times. This includes information relating to patients, individual staff records and contract price and terms. Employees of the Trust are required to comply with the Trust's Principles of Data Quality (see current Data Quality Strategy).

Employee's responsibilities in relation to handling patient information are detailed in the Trust's Code of Conduct on Patient Identifiable Information. In line with official guidance from the Department of Health, the Code specifies six principles, which staff should follow at all times. These are detailed below:

- i. Justify the purpose
 - ii. Use patient identity only where absolutely necessary
 - iii. Use the minimum patient-identifiable information
 - iv. Access to patient-identifiable information should be on a strict 'need to know' basis
 - v. All staff should be aware of their responsibilities
 - vi. Every use must be lawful
2. Employees of the Trust are required to participate in a system of appraisal and performance review to identify training and development needs.
3. Employees of the Trust are required to comply with all relevant policies both Trust-wide and departmental policies – any queries should be addressed to your Line Manager or Head of Department.

4. Employees of the Trust are required to attend mandatory training covering Risk Management, Health and Safety, Infection Control, Fire Safety and Manual Handling
5. Employees of the Trust have a responsibility to actively identify areas of risk in both clinical and non-clinical settings, using the Trust's risk assessment and incident reporting systems as a framework in which to identify, analyse and control risks.
6. Under the conditions of the Health and Safety at Work Act 1974, staff have legal duties as follows:
 - i. To co-operate with their employer, to enable the Trust to fulfil its duties under the Act
 - ii. Not to endanger themselves or others by their acts and omissions
 - iii. Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety
 - iv. Familiarise themselves with and comply with the requirements of the Trust Health and Safety Management System, the policies and procedures contained within and the Trust's Incident Reporting Procedure
 - v. Understand that the Trust actively encourages staff to raise health and safety issues and bring to the immediate attention of your line manager any hazard or control measure, which is failing to protect against any hazard.
7. Bring to the attention of your Line Manager and/or safety representative any other issue relating to health and safety.
8. Co-operate with management on ways to improve health and safety.
9. Participate actively in all programmes being implemented to improve health and safety.
10. It is required that all Trust employees will adhere to, and follow good infection control practices, as detailed in the Trust's Infection Control Manual and other related policies and guidelines.
11. All Trust staff have a statutory duty to safeguard children in their care and promote the welfare of children and young people. Staff are expected to know about the Trust's safeguarding procedures which can be found on the intranet. Staff must be familiar with the signs and symptoms of abuse and know what to do if any such concerns are raised.
12. Employees are expected to be aware of and carry out their duties in accordance with the standards in the Trust Equality and Diversity and Dignity at Work policies
13. The Trust operates a "Smoke Free Policy" across all sites

This job description indicates the main responsibilities of the post. It is not a complete list and may be amended and developed as necessary.