

**NHS England Workforce Training and Education (NHSE WTE) East Midlands,
University of Lincoln, United Lincolnshire Hospitals NHS Trust, and Lincolnshire County Council
Public Health team**

NIHR Academic Clinical Fellowship (ACF)

JOB DESCRIPTION

Applications are invited from talented and enthusiastic doctors in training who seek a career combining research, teaching and the care of patients. Only applicants who can demonstrate that they have **outstanding potential** for development as a clinical academic will be considered. Candidates will be selected on academic merit, notwithstanding the necessity for successful candidates to demonstrate appropriate clinical competence in their chosen speciality. Candidates appointed to ACF posts will be awarded a National Training Number (NTN)*.

In 2027, two ACF posts will be available and can be undertaken linked to clinical training in one of the following GMC specialities:

- Community Sexual & Reproductive Health
- Genitourinary Medicine
- General Adult Psychiatry
- Public Health Medicine*
- Sport & Exercise Medicine

* Entry to an ACF post in Public Health is also open to Public Health candidates from a Background Other Than Medicine. Public Health candidates from a Background Other Than Medicine are only eligible to take up an ACF post if they already hold an NTN in the specialty and can only apply at ST2 or ST3 level.

General Information

The ACF is one phase of the Integrated Academic Training Pathway. Within the programme fellows will develop skills allowing them to compete successfully for funding to either take time out of training to undertake a higher degree (MD/PhD) or to develop their own independent research theme if they already have a higher degree. The training programme built into the ACF programme in Lincoln has been designed to provide high quality academic training for entrants who can demonstrate that they have outstanding potential for development as a clinical academic. Full information about the NIHR ACF programme is available on the [NIHR website](#).

Trainees will undertake three years of clinical and academic training as an ACF. Trainees will have at least 25% of their time allocated to academic training. Academic training time will be 'protected'. However, clinical training is paramount so the allocation of academic time needs to be done in consultation between the ACF, their clinical training supervisor and their academic supervisor. Provided that all are in agreement, academic time can be allocated as blocks of time, as day release, or as a hybrid of the two approaches. The decision regarding allocation of academic time will be made in discussion with the ACF and their supervisors with the overriding principle that the academic time allocation should be taken in the way that best suits the research being pursued, whilst allowing clinical training to progress at an accelerated rate. Candidates are required to achieve the appropriate clinical competencies and demonstrate satisfactory performance at Annual Review of Competency Progression (ARCP) assessments. Further detail on the requirements for ARCP are available on the [NHSE WTE website](#).

During the ACF period trainees will have the opportunity to develop generic research skills in subjects such as statistics, ethics, epidemiology, lab-based research, clinical trial design and grant writing. Fellows will be expected to generate pilot data to allow them to successfully obtain an externally funded fellowship or other grant funding within the time period of, or shortly after, the fellowship. Trainees who do not hold a higher degree will be required to undertake an MSc by Research in Medical Sciences, or equivalent. Consideration will be given to suitable alternative training for those who already have a higher degree.

Exit from ACF

At the completion of the ACF period fellows will either return to standard clinical training at a level consistent with their competencies achieved during their ACF or, if having successfully obtained funding for a doctoral degree, they will take time out of training to undertake their doctoral degree before returning to training when their doctoral degree has been completed.

Clinical appointability

Candidates applying for ACF posts who do not have an NTN in their chosen clinical speciality are also required to apply for the clinical training programme relevant to their chosen speciality and at the appropriate clinical level at which the ACF is being advertised. Candidates who do not apply for standard clinical training alongside their ACF application will not be able to take up an ACF post if it is offered. Public Health candidates from a Background Other Than Medicine must already have an NTN at the time of application and will take up the ACF post at ST2 or above.

Organization of posts

Two ACF posts are available in 2027. ACF posts are appointed at specific clinical levels.

Each post is associated two or three potential clinical specialities. Candidates applying for the clinical specialities allocated to the post will all be in competition for the same post. Appointments will be made on the basis of academic merit irrespective of the candidate's chosen clinical speciality. Candidates appointed to this post will be able to choose from a selection of research projects. These projects are listed in this document. The successful candidate may also develop their own research project provided that there is adequate supervisory capacity at the University of Lincoln.

Post number	Clinical specialties	Clinical level	Response mode/theme post
1	• Community Sexual and Reproductive Health • Genitourinary Medicine • Public Health Medicine (medically qualified) OR • Public Health Medicine (from a Background Other Than Medicine)	ST2 or ST3 ST4 ST1, ST2 or ST3 ST2 or ST3	Prevention and Public Health post
2	• General Adult Psychiatry • Sport and Exercise Medicine	CT1/CT2 ST3	Response mode post

Clinical training

Clinical training will be undertaken across the East Midlands and will be overseen by NHSE WTE East Midlands. Full details of the various clinical training programmes are available on the NHSE WTE [website](#). Clinical training for ACFs at the University of Lincoln will primarily be undertaken in the counties of Lincolnshire and Nottinghamshire but trainees may be placed for periods of time in Leicestershire, Derbyshire and Rutland.

Further details of clinical training in each speciality can be obtained from the clinical training programme director(s) as follows:

Clinical Speciality	Training Programme Director(s)	Contact details
Community Sexual and Reproductive Health	Dr Charlotte Porter	charlotte.porter19@nhs.net
Genitourinary Medicine	Dr Sophie Flavell	sophieflavell@nhs.net
General Adult Psychiatry	Dr Suneetha Siddabattuni	suneetha.siddabattuni@nhs.net
Public Health Medicine	Dr Helene Denness	helene.denness@northnorthyants.gov.uk
Sport and Exercise Medicine	Dr Kate Strachan	kate.strachan2@nhs.net

University of Lincoln College of Health & Science (CoHS)

<https://www.lincoln.ac.uk/collegeofhealthandscience/>

The University of Lincoln, with United Lincolnshire Teaching Hospitals NHS Trust (ULTH) and other healthcare partners, is committed to enhancing the partnership between academia and the NHS in Lincolnshire.

Research

Collaborations between Lincolnshire-based research-active clinicians and university academics exist within several of the Schools and Institutes of the College of Health & Science (CoHS), including Lincoln Medical School, the School of Natural Sciences, the School of Health & Care Sciences, and the School of Psychology, Sport Science & Wellbeing.

University-based research institutes and units include the Lincoln Institute for Rural and Coastal Health ([LIRCH](#)), the Lincolnshire Unit for Mental Health Research ([LUMHR](#)), and the Community and Health Research Unit ([CaHRU](#)). These institutes and units conduct world-class research that focuses on the greatest health issues facing communities locally, nationally, and internationally.

Current expertise ranges from bench to bedside, with basic science expertise in conditions including diabetes and cardiovascular disease in conjunction with clinicians, through to community and health research including healthy aging, mental health and health and social care. Expertise in Pharmacy, Psychology, Biomedical Science and Sports Science complement and underpin our health research and enable integration of ideas from multiple partners to further our research ambitions. Coupled with active research groups in medical imaging, drug discovery, microbiology and biotechnology, Lincoln is well placed to capitalise on a wide spectrum of health and wellbeing related research areas.

Research-informed teaching

CoHS offers a wide range of exciting research-informed and industry-relevant programmes in subjects including agri-food technology, chemistry, computer science, engineering, food manufacturing, geography, biomedical and life sciences, mathematics, medicine, nursing and other health disciplines, pharmacy, physics, psychology, sport and exercise science, and social work and social care.

Each of our programmes is designed to provide students with a solid foundation in their chosen field, equipping them with the necessary theoretical knowledge and practical experience to excel within the industry. Across the College, staff are working at the forefront of new discoveries, undertaking world-leading or internationally excellent research, providing students with the opportunity to learn from some of the finest thinkers in their field.

Lincoln Medical School (LMS)

The LMS 2022-27 strategy is centred around the vision of improving human health and quality of life locally, nationally and internationally through outstanding education, research and patient care. The successful bid to establish a medical school for Lincolnshire was strongly supported by the local healthcare community. The same founding partners are now committed to the next phase of the medical school's development, where LMS is now offering independent medical degree programmes, dependent on General Medical Council approval. Our first cohort of MBChB Medicine with a Gateway Year students started their studies in September 2025, and have been joined by the first year of entrants to the MBChB Medicine programme in September 2026.

The courses are taught at the University of Lincoln's Brayford Pool Campus and students are taught in specialist facilities in the Ross Lucas Medical Sciences Building.



In addition to a desire to increase student numbers overall, we are actively exploring a number of postgraduate taught programmes, and are becoming more digitally enabled through the identification of novel digital solutions for delivery of the curriculum. We will prepare our graduates to become doctors of the 21st century, for the 21st century, capable of success in postgraduate medical education and training.

The Research Environment for ACFs at the University of Lincoln

Research activities and training will be undertaken at the University of Lincoln. The Lead for NIHR IAT at the University of Lincoln is Professor Danny McLaughlin, Dean of Medical Education, and the Head of the NHSE East Midlands School of Academic Training is Professor Jon Barratt. For further information or for informal enquiries please contact Professor McLaughlin on dmclaughlin@lincoln.ac.uk.

The Clinical Academic Training Office (CATO) at LMS has responsibility for administrative functions related to our ACFs, interns, and intercalating students. The IAT programme at Lincoln is managed by a CATO Steering Board (CATO-SB), with representation from the medical school, other cognate units/departments in the University of Lincoln, United Lincolnshire Teaching Hospitals NHS Trust (ULTH), the Integrated Care System and NHS England. We also have external input from an IAT lead from another more established medical school. The CATO-SB is chaired by the LMS IAT Lead and meets regularly to ensure the smooth running of the IAT programme, liaising with partner organisations within and outside the University of Lincoln.

Our ACFs are jointly supervised by an NHS clinician and an academic from the University of Lincoln (who might also be a clinician). Several clinicians have Visiting academic status at the University, whether in LMS, the School of Health & Care Sciences, the School of Psychology, Sport Science, & Wellbeing, or in the Department of Life Sciences within the School of Natural Sciences. Our ACFs are part of a vibrant postgraduate research community. We also host an NIHR-funded Intercollegiate Degrees and Internship Programme, with 6 current students intercalating on an MSc by Research, and 21 students having taken internships over the last three years. The CATO also organises our annual Research Conference which, in 2025, attracted 31 undergraduate and postgraduate students and ACFs, delivering oral and/or poster presentations of their research.

Across the University, there is also a strong peer network for postgraduate research students and early career researchers at all stages of training, and Lincoln is a signatory to the Concordat to Support the Career Development of Researchers. In addition, in 2023 the University retained its European Commission HR Excellence in Research Award for a further 3 years.

The University's Doctoral School and the Lincoln Institute for Advanced Studies (LIAS) both provide regular research training and development opportunities in the areas of Research Skills, Communication, Writing and Publishing, and Career Development. These training and support opportunities form part of the research training programme for ACFs at LMS. .

Research projects associated with ACF posts for August 2027

Each of the ACF posts for August 2027 will be linked to an area of research that is aligned to the expertise and interests of academic staff in research institutes, centres and groups within CoHS. Whilst the detailed aspects of the research may change over time (i.e. from the time this job description has been written to the time when an ACF starts working on a project), the broad area of research an ACF will undertake will be similar. It is possible for ACFs to generate an entirely new research project with their supervisor in the early stages of their post but such research will need to be approved by the University of Lincoln CATO-SB.

Further detail of the research areas most closely aligned with the ACF posts offered in 2027 is given below:

Response Mode post (Psychiatry or Sport & Exercise Medicine)

This post is most likely to undertake research supervised by an academic colleague within the School of Psychology, Sport Science, & Wellbeing.

The School offers unique expertise in the following areas:

- Mental health
- Biomechanics and human physiology related to musculoskeletal conditions
- Public health and the prevention of risk factors associated with chronic diseases, such as tobacco and drug use (e.g., misuse of painkillers, GLP1 agonist drugs, steroids and peptide hormones by different population groups)
- Behavioural addictions and their association with multiple mental health outcomes (e.g., depression, suicidality)
- Sleep health
- Understanding and regulation of chronic pain.

Specifically, since 2021 the School has led or co-led:

- 6 NIHR grants related to understanding gambling addiction and its association with self-harm and other mental health outcomes (Routine screening for gambling disorder and gambling-related harm within mental health and drug and alcohol services: A feasibility and pilot study, Mapping and understanding gambling related harm in Lincolnshire); psychological empowerment of people with chronic conditions (e.g., multiple sclerosis: Strengthening Mental Abilities with Relational Training (SMART) in Multiple Sclerosis (MS): A feasibility trial); improving rural and coastal mental health (Guiding Lincolnshire's Mental Health Research (GLiMHR): Developing a locally responsive and global facing centre for improving rural and coastal mental health); and developing therapeutic interactions for anxiety and depressive disorders (TheRapeutic Interactions in Psychological therapy Of anxiety and Depressive disorders (TRIPOD)).

- 4 grants funded by the European Commission (Improving athletes' risk appraisal and informed decision-making towards nutritional supplement use in recreational and competitive sport), the World Anti-Doping Agency (ACTing on Doping: An Empirical Investigation of Protective Factors against Doping Vulnerability; An Empirical Investigation of Sport Values, Moral Attitudes, and Clean Sport Behaviours), and UK Anti-Doping (Socio-cultural Influences on Doping Attitudes & Vulnerability in Rugby League: A Mixed Method Study), focusing on health literacy and preventing the misuse of anabolic steroids, peptide hormones, and related substances in athletes and in fitness/exercise populations.
- 1 grant funded by NHS England about neurodiversity support for adult inmates with autism spectrum disorders and learning disabilities in prisons (Independent review of services for adults with a learning disability and autistic adults in Midland's prisons).
- 1 grant funded by the British Academy to assess the effects of neural training in reducing insomnia symptoms (Neural Entrainment of Brain Rhythms to Aid Sleep).

The School also maintains close links and works on consultancy projects with the local council authorities in developing and evaluating interventions to tackle mental health problems (e.g., suicidality: LEU - Suicide Prevention Strategy Evaluation LCC) and with medical doctors to support the treatment of patients with chronic musculoskeletal conditions (MSK Doctors - KTP).

Prevention and Public Health-themed post (Community Sexual & Reproductive Health or Genitourinary Medicine or Public Health Medicine)

[LIRCH](#) has expertise in epidemiology, data science, clinical trials, health demographics, qualitative and mixed methods research, and systematic reviews. LIRCH brings together various disciplines to create a methodologically diverse approach to rural and coastal health, co-designing and delivering research and solutions with the people affected. Projects to which an ACF could contribute include:

- Investigation of the health inequalities faced by people living in mobile or temporary housing on Lincolnshire's East coast
- Exploration of the determinants of sexual health and disease on Lincolnshire's East coast
- Investigation of the impact of distance and disadvantage on cancer outcomes in rural and coastal communities

The Institute's research is well-aligned with the NIHR Research Theme of Prevention and Public Health and would combine well with specialty training in Community Sexual & Reproductive Health, General Practice, and Public Health Medicine.

Recent grant capture successes for LIRCH include:

- Expanding Excellence in England (E3) fund: round2. Research England. Price to funder: £10,871,367. (2024-2029)
- Free TB, "free children from the burden of Tuberculosis in Sierra Leone". L'initiative, Mairie de Paris. Price to funder: £285,392. (2025-2028)
- AIRPOP-2 Assessment of a drone transport to improve the cascade of care for HIV-exposed children in Guinea. ANRS French Agency for Research on AIDS and Viral Hepatitis. Price to funder: £204,929. (2025-2027)

Recent relevant publications from LIRCH include:

- Lessons learned from implementation of four HIV self-testing (HIVST) distribution models in Zambia: applying the Consolidated Framework for Implementation Research to understand impact of contextual factors on implementation. BMC Infectious Diseases <https://doi.org/10.1186/s12879-024-09168-5>
- Experience of social harms among female sex workers following HIV self-test distribution in Malawi: results of a cohort study. BMC Infectious Diseases <https://doi.org/10.1186/s12879-024-09178-3>
- Cancer survivorship in urban people living with cancer following primary treatment: A secondary analysis of qualitative interview data. <https://doi.org/10.1007/s00520-024-08464-9>

- A mixed-methods cross-sectional study to evaluate the public acceptability of a novel pharmacy-based response service for domestic abuse and/or suicidal ideation. Research in Social and Administrative Pharmacy <https://doi.org/10.1016/j.sapharm.2024.07.002>

[CaHRU's](#) research areas encompass community healthcare, pre-hospital emergency care, and public health. CaHRU has had historical and ongoing success in grant capture, publication, and research impact (three impact statements in the last REF arose from CaHRU's work and were rated 4*, 4* and 3*). Research in this environment would combine well with specialty training in Public Health Medicine or General Practice.

Recent grant capture successes that involve CaHRU members include:

- Integrated models of community service delivery for children and young people in coastal regions of England: A Realist evaluation. Price to funder (NIHR): £154,200. 2025-2027.
- Allied Health Professions Workforce Research Partnership: supporting a sustainable and effective Allied Health Professions workforce in rural and coastal regions and in deprived urban areas. Price to funder (NIHR): £806,000. 2025-2030.

Recent relevant publications (CaHRU members in **bold**) include:

- The impact of polypharmacy on health outcomes in the aged: A retrospective cohort study. Irene Boateng, Carlos Rodriguez Pascual, Paul Grassby, **Zahid Asghar**, Kinda Ibrahim (2025) PLoS One 20(2), e0317907.
- Effectiveness of a personalised self-management intervention for people living with long covid (Listen trial): pragmatic, multicentre, parallel group, randomised controlled trial. Monica Busse, Philip Pallmann, Muhammad Riaz, Claire Potter, Fiona J Leggat, Shaun Harris, Andrea Jane Longman, Rachel Lowe, Adrian Edwards, **Aloysius Niroshan Siriwardena**, Nick Sevdalis, Jackie McRae, Jessica Fish, Bernadette Sewell, Fiona Jones (2025) BMJ medicine 4(1), e001068.
- Pre-hospital transdermal glyceryl trinitrate for transient ischaemic attack: Data from the RIGHT-2 trial. Jason P Appleton, Mark Dixon, Lisa J Woodhouse, Craig S Anderson, Sandeep Ankolekar, Lesley Cala, Timothy J England, Peter J Godolphin, Kailash Krishnan, Grant Mair, Keith W Muir, John Potter, Chris I Price, Marc Randall, Thompson G Robinson, Christine Roffe, Peter M Rothwell, Else Charlotte Sandset, Jeffrey L Saver, **A Niroshan Siriwardena**, Joanna M Wardlaw, Nikola Sprigg, Philip M Bath, RIGHT-2 Investigators (2024) European Journal of Neurology 31(12), e16502.
- Supporting health and social care practitioners to transition to academia: A systematic review. Lesley Gratrix, Sharon Black, Rachael Mason, Thomas Parkhouse, Todd Hogue, Marishona Ortega, **Ros Kane** (2024) Nurse Education Today, pp106517.

MAIN CONDITIONS OF SERVICE

The posts are covered by the Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) as amended from time to time, and also such other policies and procedures as may be agreed by the employing NHS Trust.

This is a whole-time appointment - resident only when on-call.

Salary is in accordance with the current nationally agreed salary scales of the Medical and Dental Whitley Council.

N.B. It is possible that during the lifetime of this contract of employment, further, appropriate adjustments will be made to the working patterns for the post, in order to meet the requirements of the European Working Time Directive or for other reasons.

As this post does not have a specific set rotation, in line with the NHS Employers interpretation of pay protection, the postholder will receive confirmation of the terms and conditions of service (including banding supplement), only after a specific post has been allocated to the post holder. The banding supplement payable to the postholder will be the pay band applicable to the rota at the time when a specific post is allocated. Pay protection will not be applied from date of appointment.

In line with this situation, if you are offered a training post it will be on the following basis:

"This is a confirmation of your training placement, and not an offer of employment. Each Trust on the rotational training programme will send you an appointment letter and confirm the terms and conditions of employment to be offered in your contract with them as soon as possible"

In accordance with the Trusts policy on Hepatitis B and health care, appointment to this post is subject to satisfactory clearance by the employers' Occupational Health provider(s).

Unforeseen Circumstances

In cases of extreme urgency, the holder of the post may be required to undertake duties in a hospital outside the Unit to which he/she is appointed. Such secondment for other duties would be reduced to the minimum.

Accommodation

Accommodation may be available and enquires should be made to the relevant hospital regarding availability and costs incurred.

Rehabilitation Of Offenders Act 1974

All medical posts are exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applicants for this post are therefore **NOT ENTITLED** to withhold information about convictions which for other purposes are "spent" under the provisions of the Act, and in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will only be considered in relation to an application for positions to which the Order applies.

Disclosure Of Criminal Background Of Those With Access To Children

The post is classified in accordance with Circular HC(88)9 as having substantial access to children, and it will be necessary for a request to be made to the police for a check on criminal convictions. The appointee to this post will be asked to sign a consent form to the disclosure of information.

Any offer of appointment made, and contract issued, will be subject to confirmation following receipt of a satisfactory reply from the police. In the event of an unsatisfactory reply, the contract will be withdrawn immediately.

Health Clearance and Medical Examination

This appointment is subject to medical fitness and the appointee may be required to undergo a medical examination and chest X-ray.

Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regard to HIV/AIDS and Hepatitis Viruses.

Candidates are advised that they will be asked at interview whether they are aware of anything preventing them from fulfilling their professional commitment and this includes health.

Health and Safety

Employing trusts within the Deanery recognise their duties under the Health and Safety at Work Act 1974 to ensure, as far as it is reasonably practical, the Health, Safety and Welfare at work of all its employees and in addition the business of the Authority shall be conducted so as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Authority premises and the facilities are not exposed to risk to their health and safety.

All medical and dental staff under contract to the Region will be expected to comply with Regional and all appropriate District and Unit Health and Safety policies.

Arrangements will be made for the successful candidate to receive copies of the Health and Safety policies of this Authority and the appropriate District/Region.