Aston University
BIRMINGHAM UK

Clinical Lecturer – Physician Associate (Teaching)

Reference: 1558-25

Grade: 8/9

Salary: £38,784, to £56,535, per annum, depending on experience

Contract Type: Permanent

Basis: Part Time (0.8 FTE, 30 hours per week)

Job description

Job Purpose:

Clinical/Non-clinical Scale: Applicants can be considered for a clinical scale if they hold FPA (MVR)/GMC registration with a Licence to practice, or equivalent health professional qualification and working at an advanced level. Appointees will have ongoing clinical practice for the duration of this post. It is assumed appointees will seek and/or continue with a clinical post at the end of training. The contract is permanent part time appointment. This post is open to qualified healthcare professionals.

The aim of these posts is to support the delivery and development of excellent, evidence-informed medical education, to meet the standards set by the General Medical Council 'Promoting Excellence' and the Quality Assurance Agency and to support the post-holders' professional development and scholarship within medical education. The post-holder will be responsible (with support and guidance) for facilitating small group learning sets, delivering anatomy and clinical skills workshops, contributing to assessments, personal tutoring, quality management and the enhancement of postgraduate Physician Associate education within the Medical School. One of the principal aims is to develop the post-holders' skills and scholarship within medical education through experiential learning and mentoring, and, if necessary, undertaking the PG Certificate in Higher Education. It is envisaged that the post-holder will continue to undertake a session of clinical practice per week in a local trust.

The post holder will also be required to contribute to, develop and enhance the teaching activities of the school either independently or as part of a team, through professional practice and expertise. In addition, to develop external links with regional, UK and international bodies such as government agencies, schools, colleges, professional bodies, business, and industry as appropriate to the subject discipline, School and/or University strategy.

The post holder will undertake a balance of teaching and learning activities. Whilst ability and effectiveness should be demonstrated in all areas, individuals may be more specifically focussed on teaching and learning or external engagement. This balance will be discussed and agreed with individuals annually in the PDR meeting in line with operational needs, School, and University strategy and with consideration of the individual's career goals and development plans.

Main Duties/Responsibilities

Teaching

- Teaches across the Physician Associate programme as required.
- Facilitates small group tutorials designed to help students integrate and apply. their multi-disciplinary learning, to make them engaging, enjoyable and effective.
- Tackles issues impacting on the quality of delivery, and balances competing. pressures to ensure teaching sessions are well organised, pedagogically. sound and making effective use of resources.

- Supports, develops, and assesses students' group working skills, providing immediate pastoral support referring on as appropriate.
- Teaches anatomy, clinical and communication skills through workshops, using online materials as required**.**
- Contributes to the development of electives and assistantships as required.
- Contributes to lecturing, developing, and implementing curriculum resources as required.
- Contributes to quality management processes and curriculum development to continuously enhance the programme**.**
- Designs, creates, and marks formative and summative assessments including examination papers, Objective Structured Clinical Examinations (OSCEs) and Multiple Mini Interviews (MMIs) for admissions and provides constructive feedback.
- Take responsibility for developing, implementing and quality assuring assessment within the programme.
    - Invigilates assessments and end of year examinations as required.
    - Provides academic support and advice to Physician Associate students.
    - Undertakes academic administration relevant to the needs of the post.
    - Offers advice, support, and supervision to teaching colleagues, particularly new staff and those with less experience.
    - Contributes to a development project, for example taking on the role of an OSCE coordinator, developing a learning resource, or evaluating an innovation.

External Engagement

- To contribute to student placement schemes with companies both in the UK and overseas.
- To enhance the University's reputation with professional/scholarly bodies e.g., by promoting understanding of the subject.

Citizenship

- To carry out specific School roles and functions as may be reasonably required (e.g., Programme Co-ordinator, Personal Tutor, Admissions Tutor), these being equitably distributed across the academic staff.
- To provide pastoral care and support to students.
- To take part in and, if required, manage staff seminars, cross-departmental activities, and events e.g., Open Days, Applicant evenings and Stakeholder welcome events etc.
- To display and promote Aston values through own actions and behaviour.
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.
- To take part in and, on occasion, act as Chair of one or more of the school committees, these responsibilities being equitably distributed across the academic staff.

Additional responsibilities

- Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities.
- Ensure and promote the personal health, safety and wellbeing of staff and students.
- Carry out duties in a way which promotes fairness in all matters and which engenders trust.
- Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

Person specification

	Essential	Method of assessment
Education and qualifications	▶ MSc/Post Graduate Diploma in Physician Associate Studies, or MBChB or equivalent. ▶ Registered with the Managed Voluntary Register of the Faculty of Physician Associate within the RCP or General Medical Council (GMC). ▶ A recognised teaching qualification / membership of Advance HE (formally known as the Higher Education Academy) at Fellow level	Application form
Experience	▶ Previous clinical experience – as a Physician Associate 3 years post qualification or completion of FY2 and/or Core Training. ▶ Advanced knowledge of biomedical sciences and willingness to develop this for teaching years 1 and 2. ▶ Experience of delivering high quality, evidence-based teaching of applied theory, communication, and clinical skills to medical students, within a higher education, hospital, or primary care environment. ▶ Experience of using interactive approaches, especially with small groups. ▶ Experience of teaching and assessing within a master's programme. ▶ Experience of using VLE's e.g., Blackboard ▶ Commitment to clinical practice within this post (1 session/week) and ongoing to complete clinical training beyond this post. Time of clinical sessions is to be	Application form and interview

	Essential	Method of assessment
	agreed with Year and Phase Leads	
Aptitude and skills	▶ Able to take initiative, work flexibly to meet deadlines within tight time schedules and solve problems. ▶ Highly developed interpersonal skills, demonstrating empathy as a collaborative and supportive team member, with an ability to motivate colleagues and students and form effective and positive teams and inter-team working. ▶ Excellent communication and presentation skills, with the ability to train less experienced colleagues in education matters and to communicate complex ideas through a variety of media including written proposals and reports. ▶ Ability to develop own teaching materials and contribute to course and programme development. ▶ Ability to provide tutorial and counselling advice to postgraduate students. ▶ Ability to harness IT as a teaching tool. ▶ A willingness to undertake further training as appropriate and to adopt new procedures as and when required. ▶ Commitment to always observing the University's Equal Opportunities Policy. ▶ Ability to attend the University as and when required for scheduled teaching, relevant meetings, and student support. ▶ Ability to lead taught modules and programmes for	Application form and interview

	Essential	Method of assessment
	undergraduate and postgraduate students.	

	Desirable	Method of assessment
Education and qualifications	▶ Managed Voluntary Registration as a Physician Associate with the Faculty of Physician Associates within the Royal College of Physicians; or GMC registration with Licence to Practice in UK. ▶ Knowledge and understanding of the NHS in the UK; not necessarily experience within the NHS. Postgraduate Certificate in Teaching & Learning in Higher Education, or equivalent qualification such as Fellowship of the Higher Education Academy. *Or* ▶ An undertaking to pursue approved part-time study for qualifications such as a Postgraduate Certificate if intending to do two years in post. ▶ Certificate/Diploma/M.Ed. ▶ MD/PhD in relevant subject.	Application form
Experience	▶ Teaching practical clinical skills such as Advanced or Intermediate Life Support and clinical practical procedures. ▶ Using a range of teaching methods from lectures to interactive e-learning. ▶ Designing and delivering assessment, including clinical examinations, ideally within an	Application form and interview

	Desirable	Method of assessment
	undergraduate medical or PA programme. ▶ Taught medical or PA students and/or in the NHS.	

University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.

How to apply

You can apply for this role online via our website https://www2.aston.ac.uk/staff-public/hr/jobs.

Applications should be submitted by 23.59pm on the advertised closing date.
All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form, then please contact the Recruitment Team via recruitment@aston.ac.uk.

Contact information

Enquiries about the vacancy:

Name: Professor Philip Begg or Gemma Halewood-Muse

Job Title: Programme Directors

Email: p.begg@aston.ac.uk or g.halewood-muse@aston.ac.uk

Enquiries about the application process, shortlisting or interviews:
Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

Additional information

Visit our website https://www2.aston.ac.uk/staff-public/hr for full details of our salary scales and benefits Aston University staff enjoy.

Salary scales: https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index

Benefits: Benefits and Rewards | Aston University

Working in Birmingham: https://www2.aston.ac.uk/birmingham

Employment of Ex-Offenders: Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

Eligibility to work in the UK: You should ensure that you meet the eligibility requirements, including meeting the English language standards. If you do not meet the eligibility criteria, any application for a work visa would be unsuccessful. Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres https://www.gov.uk/tier-2-general

With the end of free movement for EU/EEA/Swiss nationals from 1 January 2021, the UK's new immigration system applies to all non-UK/Irish nationals who require a visa.

Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**

- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

You can find further information about each of these visa routes on our candidate immigration page.

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see below for further details.

Academic Technology Approval Scheme (ATAS):
If you will conduct research in your role and you apply for a Skilled Worker or Temporary Worker GAE visa, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application.

This process can take at least 6 weeks to process, and Aston will consider this when confirming your expected start date. Processing times will increase between April and September and can longer to complete.

There is no fast-track option available. ATAS certificates will be processed in order of receipt.

You can find more information about ATAS on our candidate immigration page.

Before you start and Right to Work

<u>90-day entry vignette</u>
If you have applied for your visa outside of the UK, you will receive a vignette in your passport which is usually valid for 90 days. Please make sure to travel to the UK within the 'valid from' and 'valid to' dates on this visa. If you entered the UK before or after these dates, you would not 'activate' the visa and you would need to leave and re-enter the country.

You will also receive a decision letter confirming details about your immigration permission and where to collect your Biometric Residence Permit.

<u>Cost of Living - Estate and Letting Agents</u>
There are numerous Estate and Letting Agents in and around Birmingham that can help you find suitable accommodation. The Midland Landlord Accreditation Scheme provides a list of professional agencies and landlords who have applied with them for accreditation. Whilst accreditation is not a guarantee of quality, it provides some reassurance about the standard of the service they provide.

You can also use property search websites such as Rightmove or Zoopla.

Equal Opportunities
Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes that we encourage applications from all groups represented in the wider community at a local, national and international level.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career.

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its Policy, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

Data Protection
Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at https://www2.aston.ac.uk/data-protection. Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.
Full details of our terms and conditions of service and associated policies and procedures are available online at https://www2.aston.ac.uk/staff-public/hr/policies

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