

## Job description – Lecturer (Research & Teaching)

<b>Post title</b>	Lecturer (Research & Teaching)
<b>Department/Division</b>	Division of Applied Technology for Clinical Care, aligned with Department of Adult Nursing
<b>Faculty</b>	Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care
<b>Grade/salary</b>	Lecturer: Grade 7, £46,292 - £54,534 <u>inclusive</u> of £3,500 London Weighting Allowance per annum
<b>Hours of work</b>	Full time, 35 hours per week
<b>Contract (Perm/FTC)</b>	Permanent
<b>Responsible to</b>	Prof Louise Rose, Professor of Critical Care Nursing Head of Department of Adult Nursing for education component
<b>Responsible for</b>	Not applicable
<b>Campus/Location</b>	Waterloo Campus, Denmark Hill, with activities at other campuses as required

### Role purpose

This is an exceptional development opportunity for a talented individual who wishes to advance research and education by building excellence and innovative education and/or a programme of cutting edge applied research related to trauma and/or surgical care. There is an opportunity to work alongside world leading researchers and educators in our Faculty and King's who are world leaders in this field. The post is one of eight new posts as a commitment to our Faculty's future education and research.

The research theme of trauma and/or surgical care responds to the growing importance of these fields in health care, and the strengths of our associated clinical services and our Division, especially in critical and emergency care, where Professor Rose, Professor of Critical Care Nursing, leads an international programme of applied health and clinical research spanning hospitals and community services. Our clinical partner, King's College Hospital NHS Foundation Trust, is one of the four London trauma centres and a member of the London Trauma Network. This network offers excellent opportunities to work collaboratively on trauma-related research. As such this presents an excellent opportunity for developing a clinical academic research programme.

The appointee will make a substantive contribution to the academic work of the Faculty and King's, working with education, research and clinical teams, with the aim of obtaining continuing research funding, conducting research at a world-leading level to be published in major academic journals, and delivering inspiring undergraduate and postgraduate education, relevant to trauma and/or surgical care. They contribute to and where appropriate lead education programmes, such as the Advanced Surgical Care Practitioner Programme, a newly approved collaborative programme with King's Health Partners. They will support education in the Faculty, and in particular in the Department of Adult Nursing to deliver, develop and manage high quality undergraduate and postgraduate education. The postholder will also support and evaluate the integration of trauma and surgical focused research and teaching in the pre-registration programmes.

They will collaborate with existing researchers and educators in the Faculty, across King's and more widely to apply and explore innovative ways of working with patients, families, and healthcare professionals to improve the quality of health care. They will be highly skilled in working in applied health research teams, capable of forging strategic partnerships with a wide range of external collaborators, supervising PhD students and delivering quality education.

There are excellent opportunities for collaboration and development across King's, with the close working links with King's' trials unit, and other departments and Faculties, and the extensive academic and researcher development programmes within King's.

#### **Key objectives:**

- Contribute to and develop a transformative funded health care applied research programme into trauma and/or surgical care. You will work with healthcare, industry and commercial research partners. It is anticipated that the post-holder will have particular expertise and a track record within one or more of the areas relevant to the programme.
- Play an active role in the Faculty and King's undergraduate and postgraduate teaching and training, focussed on the programmes, especially educational content outlined above across undergraduate and graduate curriculums. This will include module and programme leadership, developing and delivering high quality innovative education and education materials, especially focussed on their/Faculty research expertise and/or findings, and generating excellent student feedback.
- Have a clear forward plan for sustaining and enhancing the Faculty research, PhD supervision, and education consistent with the Faculty strategy, including to increase research / evidence informed education and multi- and interdisciplinary endeavours.

#### **Academic Duties:**

##### **Research:**

- Contribute to the academic work of the Faculty, and the Division of Applied Technologies for Clinical Care, working with colleagues and clinical teams, with the aim of obtaining significant research funding and conducting research at an international and world-leading standard to be published in major academic journals.
- Collaborate on, assist with and increasingly lead externally funded peer-reviewed collaborative research projects, programmes and fellowships, including winning funding from NIHR, UKRI, industrial/commercial funding and prestigious charities as co-investigator or Principal investigator.
- Form and grow external collaborations to enhance the quality of reach of our research programmes, linking with world leading academics and groups in related fields.
- Supervise, co-supervise and nurture clinical and non-clinical researchers (including PhD students and fellowships) to build the field for the future.
- Publish research findings in high quality peer view journals, with 1 – 2 publications that are internationally excellent or world leading each year.
- Contribute to PGR recruitment, upgrade panels/reviews, committees and promotion of PhD programmes in the Faculty.
- Ensure research has a pathway to measurable impact.
- Deliver planned work to time and budget to enable high quality dissemination, impact and future grant funding.

##### **Teaching:**

- Actively participate in, and where appropriate lead relevant modules and teaching programmes at King's, in particular in the Adult Nursing Department. This includes Programme lead for the Advanced Surgical Care Practitioner Program as well as actively contributing to the Advanced Clinical Practice programme team.
- Take responsibility for modules, practice portfolios, clinical competencies and recruitment as part of the Advanced Clinical Practice MSc/PGDip/PGCert programme.
- Depending on expertise, contribute to teaching related to research methodologies.
- Maintain and deliver teaching to high standards and motivate colleagues to deliver high quality research-based teaching.
- Work in collaboration and partnership with key stakeholders, institutions and organisations.
- Contribute to the planning and development of the Faculty's education programmes and modules, including lecture planning, preparation and scholarship, assessment and feedback of students' work.
- Act as a Personal tutor, Link Lecturer and Academic Assessor, and Module Lead as appropriate.
- Supervise MSc and BSc Dissertation/Projects.
- Contribute to Curriculum Development.
- Supervise/coordinate research electives (1-2 per year), and King's undergraduate summer programme projects to nurture capability.
- Actively participate in marking, course and programme development especially taking a lead in blended learning development.
- Act as a personal tutor for postgraduate and undergraduate students.

**Communication & networking:**

- Communicate and collaborate with research and teaching staff within the Faculty, across the University, and leading collaborative developments.
- Communicate and collaborate with students, patients, families, the public, policy makers and clinical colleagues and in research and teaching, and its relevance to care and policy.
- Disseminate research findings in traditional and innovative ways.
- Actively engage in Patient and Public Involvement, play a major role in contributing to the Faculty platforms for this, including online and face-to-face interactions, and imbed Patient and Public Involvement into all research projects and teaching endeavours.
- Forge new relationships with potential collaborators and leaders to benefit the work of the Faculty and King's.
- Engage with the media, press, publicity, policy makers, practitioners, and others to deliver impact of the research and teaching to the benefit of patients, families, and society.

**Administration/Management:**

- Manage research staff funded by your research grants or research and education staff as delegated.
- Be responsible for managing own research data.
- Actively participate in Department/Faculty team building, and relevant committees, boards, working or executive groups as appropriate.

**Leadership & values:**

- Play a broader leadership role in the Faculty, contributing to the growth and development of our people and the wider organisation.
- Uphold and champion King's values and principles.

**Governance, audit, data protection and ethics:**

- Actively participate in relevant audit and clinical governance activity, including audit of research and teaching activity
- Maintain highest standards of adherence to data protection, ethical and research governance principles and practices.
- Maintain and keep up to date site files and all appropriate contents and training for studies underway.
- Produce evidence of their contribution in these areas are part of their annual appraisal.

**Continuing Professional Development:**

- Have and maintain a research passport, honorary contract if required and Good Clinical Practice in research.
- Undertake and engage with professional development related to education practice and digital learning.
- Peer review of teaching at least annually.
- Complete all mandatory training in line with Faculty and College expectations.
- Undertake relevant professional development in negotiation with line manager and PDR discussions.
- Maintain registration as a nurse in line with NMC requirements.
- Undertake and maintain graduate student supervisor training.

**Pastoral Care:** All members of College staff will show due care to colleagues and students. It is highly likely that the job holder will be in a supervisory role where there is the need to handle situations which require sensitivity, a high level of awareness of confidentiality, and general tact and diplomacy.

**Health and Safety:**

- Attend induction and regular Health and Safety courses promoted by the Faculty.

**Other:**

- Undertake any other reasonable duties that may be requested by the Head of Division/Department

The list of duties and responsibilities given above is not an exhaustive list and the post-holder may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required.

## About the Faculty:

### Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care

<https://www.kcl.ac.uk/nmpc>

The Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care (NMPC) is a world-leading centre for research education, and training. Its applied clinical and health research transforms health, quality of life and care across nursing, midwifery, palliative and end of life care, rehabilitation and related clinical, health and social sciences. Our research develops, understands, implements and evaluates interventions, therapies and care across our fields to build knowledge, lead policy and practice and improve outcomes for patients and those important to them. Teams address complex, multi- and interdisciplinary health and social challenges. Our research is carried out locally, nationally and internationally, and globally. We work with local services and our partner NHS Trusts, lead national studies supported by NIHR, UKRI, EU and NIH and globally, and major research programmes in Africa and Asia. Our global studies are in collaboration with King's Global Health Institute, which provides a focal point for King's large academic community of Global Health researchers and students.

Our Faculty has around 3,000 undergraduate, postgraduate taught and research students, with a growing international intake. The Faculty teams across Nursing, Midwifery and Palliative Care have developed and remain home to some of the leading clinical academics in our fields. Our international education is expanded through its collaborations with Nanjing Health School in China and Ngee Ann Academy in Singapore. Our programme in Singapore is the first King's degree taught fully outside of the UK and is designed to equip qualified nurses with critical skills that will transform the way they approach challenges in their career.

In 2017 Nursing and Midwifery was united with the Cicely Saunders Institute, to create the new Faculty of Nursing, Midwifery and Palliative Care. The Cicely Saunders Institute unites clinical, research and education teams in the world's first and only purpose-built institute of Palliative Care, established in 2010, with an internationally recognised research and staff development programme. Palliative Care at King's is ranked top in Europe and second in the world according to citation analysis. Citation analysis places King's nursing and midwifery top in the UK. The 2014 Research Excellence Framework (REF2014), rated over 90% of our research as world class or world leading, and 84% of our impact was world leading. In the last three years (2019-2021) of QS World University Rankings by Subject, King's is ranked top in Europe and second in the world for nursing (including midwifery). In 2018 our new research strategy created research divisions to focus critical mass in areas of strength and increased support for, and representation from, early career researchers and PhD students. In 2021 we launch our new postgraduate research strategy, creating the Nightingale-Saunders Centre for Doctoral Studies within the King's Centre for Doctoral Studies.

We now comprise: The Cicely Saunders Institute for Palliative Care, Policy and Rehabilitation, a multiprofessional team comprising doctors, nurses, allied health professionals and social scientists, that researches ways to improve care and its cost-effectiveness for the growing numbers of people with progressive diseases and in multimorbidity, and delivers undergraduate and postgraduate education, including a leading MSc programme and provides clinical palliative care. Three Research Divisions: Care in Long Term Conditions, that unites teams researching across mental health, diabetes, bowel conditions and care for older people; Applied Technologies for Care, that has innovated and trialled new devices, and technologies; Methodologies, that has pioneered the methods of experienced-based co-design to develop interventions, and our new Nightingale Saunders Clinical Trials Unit. We have four teaching departments providing undergraduate, preregistration and some postgraduate teaching: Adult Nursing; Mental Health Nursing; Midwifery and Child and Adolescent Nursing. Our pre-registration courses are designed to prepare students for their careers, and we offer qualified nurses, midwives and other healthcare professionals the chance to continue their learning through professional development.

We were part of King's world-leading responses to the COVID-19 pandemic, highlighting our commitment to immediate health care needs, support for vulnerable and disadvantaged populations, societal impact, and the breadth of our disciplines and science. We were at the centre of the COVID-19 response, which affected >3,000 patients across our hospitals during the initial outbreak. We rapidly contributed to sector-leading outcomes for our populations; COVID-19 inpatient mortality rates for our two acute National Health Service (NHS) Trusts were lowest and third lowest nationally. For example; Rose developed Life Lines, that used a digital platform to enable a virtual visiting solution and provision of 4G enabled tablets rolled out to hospitals across the UK, enabling family members to see and speak with their loved ones and with clinical teams; Higginson, Harding and colleagues led the local, national and international palliative and end of life care response across high and low-and-middle-income countries, providing the first robust understanding of care and symptom management for people dying from COVID-19; Bajwah led the development of evidence-based fact sheets for patients and families affected by COVID-19, co-designed with the European Lung Foundation (a patient led group). Many clinical academic staff provided front line clinical care, and education, research and administration moved to on-line person to person interactions, with a considerable expansion of our digital offering.

We have an extensive programme of public and patient involvement and engagement, and with practitioners, managers, educators, policy makers and our students.

Equality, Diversity & Inclusion is a key driver in all our work. Both the Faculty and the Cicely Saunders Institute hold Silver Athena SWAN awards for our commitment to gender equality, with an ambition to achieving gold in future submissions.

King's is ambitious for the Faculty to be world leading in education and research, looking forward while valuing the inheritance of our founders, with a new Executive Dean, Professor Irene Higginson, appointed in 2021. Society faces an increasing need for nursing, midwifery and palliative care, globally and in the UK, and the Faculty must continue to play a leading role in delivering this and developing the leaders and professionals for the future. Building on our research strategy, we plan to refresh our education strategy, as part of formalising a more integrated overall strategy, build stronger integration between research, education, and care services for the benefit of students, staff, practice and the impacts of our work on the care of patients and families. We have dedicated student experience leads to enhance student experience and interaction. We have an active programme of widening participation.

We seek to embrace the challenges and opportunities for future workforces, digital changes in health care, education and research, and ensure our students, undergraduate and postgraduate, are given the very best support, facilities, and opportunities to equip them to become future leaders, practitioners and/or academics. We plan to expand our postgraduate taught and postgraduate research programmes, more closely linked to our research strengths, and expand our digital education. Developing and nurturing relationships with our key NHS and other partners is core to our success. As one of four leading health faculties at King's, we are proud of King's reputation as one of Europe's leading and largest centres of health-related research and education.

### **King's Health Partners**

<https://www.kingshealthpartners.org/>

We benefit from our Academic Health Sciences Centre, King's Health Partners (KHP), where outstanding research, education and clinical practice are unified for the benefit of patients, those important to them, care teams, and society. KHP is one of eight UK Academic Health Science Centres accredited by DHSC/NHS England. It unites King's with our three world leading NHS Trusts; Guy's and St Thomas', King's College Hospital and South London and Maudsley NHS Foundation Trusts. KHP aims to accelerate the translation of leading-edge research, new technologies and treatments into advances in patient care throughout the sector and has c.5M patient contacts/year and >600 clinical trials in delivery.

This and our wide relationships with other health care trusts, and voluntary services, ensure that our students have the chance to immerse themselves in practice and work alongside professionals with clinical expertise in a whole host of areas.

King's Health Partners has created 22 clinical academic groups or Institutes to focus clinical academic collaborations in specific fields across King's and the partner trusts.

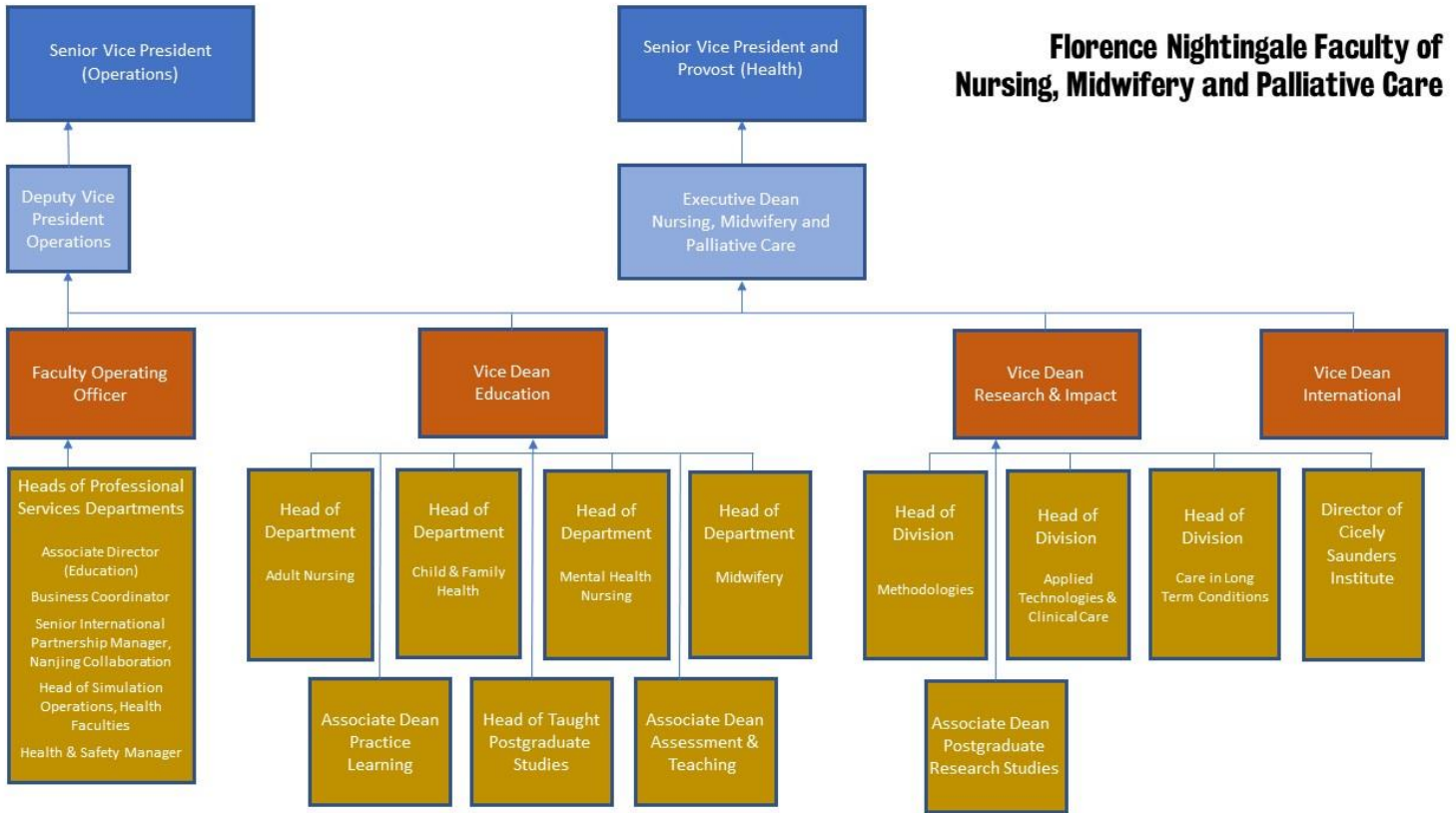
### **King's College London**

<https://www.kcl.ac.uk/>

Our Faculty benefits from the wide opportunities, infrastructures and talent across King's College London. Founded in 1829, King's College London employs >11,000 staff and has >33,000 students (of which >12,800 postgraduates), from >150 countries. King's is a research-intensive university, a member of the Russell Group, and ranked 7th in the UK (9th in Europe) by the Times Higher Education World University Rankings (2021). King's is organised into 9 Faculties, all of which deliver the academic mission of the university across research, teaching and service. Our research is strongly multidisciplinary and crosses these structures; with integration and interdisciplinary research and education supported by King's wide funding opportunities, datasets and major programmes.

# Organisational chart

## Florence Nightingale Faculty of Nursing, Midwifery and Palliative Care



# Person specification

## Eligibility to work in the United Kingdom

Applications are welcome from international candidates. For details of routes to obtaining permission to work in the UK please refer to the UK Visas and Immigration website: [www.gov.uk/visas-immigration](http://www.gov.uk/visas-immigration)

## [Lecturer, Research & Teaching]

Criteria	Essential	Desirable	
*For 'How identified and assessed' use: <b>AP</b> - application, <b>AS</b> - assessment, <b>I</b> - interview, <b>P</b> - presentation, <b>R</b> - references			
<b>Education / qualification and training</b>			
PhD or equivalent relevant to trauma care, surgical care or advanced practice and/or the research themes of the Faculty	x		AP
Registration as an Adult Nurse with the Nursing & Midwifery Council	x		AP
Evidence of continued development in research methods in health services or clinical research, with increasing expertise in specific areas relevant to the Faculty (e.g statistics, implementation science, co-design, trial designs, mixed methods study designs and patient and public involvement).	x		AP, I, P, R
A teaching qualification or equivalent		x	AP
Advanced practitioner or equivalent		x	AP
<b>Knowledge / skills</b>			
Ability to work well as an effective member of a research and education team and to share and encourage good practice in research and teaching.	x		I, P, R
The ability to take individual responsibility for planning and undertaking work, to meet research and teaching deadlines.	x		AP, I, P, R
Track record of peer-review publication and presentations that demonstrate international excellence or are world leading in terms of originality, rigor and significance.	x		AP
Ability to secure research grant funding, demonstrated by track record of involvement in research active teams, developed responsibilities, future plans, awareness of funding schemes and previous experience.	x		AP, I, P
Experience of the planning, delivery, and evaluation of high-quality education at undergraduate and/or postgraduate levels.	x		AP
Understanding of education methods and approaches, including emerging digital learning	x		AP, P, I

Criteria	Essential	Desirable	
*For 'How identified and assessed' use: <b>AP</b> - application, <b>AS</b> - assessment, <b>I</b> - interview, <b>P</b> - presentation, <b>R</b> - references			
Understanding of the relevant audit, governance, ethical, data protection and engagement process in relation to both education and research.	x		I
In depth knowledge and/or expertise relevant to trauma care, surgical care or advanced practice with critical understanding of the healthcare policy, service delivery and nursing landscape	x		AP, I
Excellent methodological knowledge in quantitative, mixed method and/or relevant specialist methods	x		AP, I
Collaborative and networking skills	x		I
Excellent written, verbal and digital communication skills, in face to face, email, reports, written formats and for teaching	x		I, P
Sound knowledge of research methods to be able to supervise MSc and undergraduate student projects and critically appraise a wide range of relevant research, including data presentation and basic analysis	x		AP, I
<b>Experience</b>			
Ability to communicate with students and other key stakeholders with a range of abilities.	x		I
Excellent track record of building strong collaborative working relationships.	x		I
Skills to deliver high-quality impactful research relevant to relevant to trauma care, surgical care or advanced practice	x		AP, I
Evidence of previous REF (Research Excellence Framework) submission or international equivalent		x	AP
Evidence of success in winning peer review high quality grants (in teams, contributing as a researcher, collaborator or as Co-I and PI) relevant to this post.		x	AP
Effective involvement in academic, management or administrative duties	x		AP, I
Strong and increasing record of research publications in leading journals with a clear position of contribution commensurate with a Research Excellence Framework of internationally excellent and world leading quality		x	AP
Experience of course development, marketing and high-quality education to relevant audiences		x	AP
Experience of supporting students at postgraduate or undergraduate level through personal tutoring and/or research supervision.		x	AP, I
Experience of co-leading/leading research project, education activity or clinical service	x		AP, I
<b>Personal characteristics/other requirements</b>			



Criteria	Essential	Desirable
*For 'How identified and assessed' use: <b>AP</b> - application, <b>AS</b> - assessment, <b>I</b> - interview, <b>P</b> - presentation, <b>R</b> - references		
Collaborative and networking skills	x	I
Excellent communication skills in all formats, face to face, email, reports, written and for teaching.	x	AP, I
Personal effectiveness, able to deliver high quality work to deadlines, and inspire and motivate others for the field, including in challenging environment.	x	I
Vision for deliverable future research and education programme relevant for this post	x	I, P
Work in open and transparent way, respectful of the needs of others	x	P, R
Commitment to promoting diversity and inclusivity.	x	I, R

## Disclosure and Barring Service Clearance (DBS formerly CRB)

This position is exempt from the Rehabilitation of Offenders Act (1974). As such, shortlisted candidates will be required to declare full details of any criminal background, regardless of whether the conviction is spent, and the university will be required to apply for an enhanced disclosure (a criminal records check) from the Disclosure & Barring Service in relation to the successful candidate.

Level of DBS Clearance required - indicate all applicable aspects:

Carrying out regulated activities <sup>1</sup> :	No	No Regulated Activity but contact with vulnerable groups <sup>2</sup> :	Yes
No Regulated Activity but deemed a position of trust <sup>3</sup> :	Yes	Situated in a Regulated Environment i.e. NHS premises <sup>4</sup> :	Yes

- The scope of Regulated Activity for work with children and young people is defined under the age of 18 years old. An adult is not considered to be vulnerable due to any personal characteristic; however, an adult may be regarded as vulnerable due to particular circumstances at a particular time, for example when they are receiving treatment in a hospital.
- Contact with vulnerable groups must meet the frequency threshold of 4 days in a 30 day period.
- A position of trust is any post that requires authorisation for restricted access to confidential data (not including anonymised patient data), premises or currency.
- KCL buildings do not qualify as regulated environments and only our partner NHS Trust sites qualify as regulated environments.

Further information about the Disclosure scheme can be found at: [www.gov.uk/db](http://www.gov.uk/db)s

A criminal record will only be taken into account for recruitment purposes, where the conviction is relevant to the position being applied for, and whether this is the case, will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work, the circumstances and background to the offence(s). The same procedure will be followed for university staff applying internally for a vacancy.

## Occupational Health Clearance

This appointment is subject to Occupational Health clearance. The successful applicant will be sent an Occupational Health Questionnaire along with their contract of employment. When the Occupational Health Department at King's College Hospital have evaluated the questionnaire and declared that they are fit for appointment, your appointment start date will be formally confirmed.

Specific aspects - indicate frequency D (daily), W (weekly), M (monthly) where applicable:

Intensive Display Screen Equipment work (e.g. data entry or digital microscopy) <sup>1</sup> :	D	Direct patient contact involving exposure prone procedures (EPP) <sup>2</sup> :	
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Heavy manual handling <sup>1</sup> :		Direct patient contact, no EPP <sup>2</sup>	
Highly repetitive tasks (e.g. pipetting or re-shelving books) <sup>1</sup> :		Work with patient specimens (e.g. blood or tissue samples) <sup>2</sup> :	
Shift work, night work or call-out duties <sup>2</sup> :		Work with GM organisms or biological agents that may pose a hazard to human health <sup>2</sup> :	
Work involving risk of exposure to environmental or human pathogens (e.g. in waste streams or soils) <sup>2</sup>		Hazards which require health surveillance e.g. respiratory sensitisers (allergens, substances with risk phrase R42, wood dust etc.) or loud noise <sup>2</sup>	
Driving vehicles on university business <sup>2</sup> :		Food handling or preparation <sup>2</sup> :	
Work at height (e.g. ladders, scaffolds etc.) <sup>1</sup>		Work in confined spaces (e.g. sump rooms, etc.) <sup>1</sup>	

1. These hazards do not require health assessment but may require advice from OH if a successful candidate declares a disability or health condition in the Health & Capability Declaration.
2. These hazards automatically require the successful candidate to undergo employment health assessment to identify any necessary health surveillance, recommended vaccinations or other risk control measures. The Occupational Health option must be checked on the SRAF or the Employment Checks page in the e-Recruitment system.