

## Job description – Lecturer or Senior Lecturer in Mental Health Nursing (Research & Teaching)

<b>Post title</b>	Lecturer or Senior Lecturer in Mental Health Nursing (Research & Teaching)
<b>Division/ Department</b>	Division of Care for Long Term Conditions (research) and Department of Mental Health Nursing (teaching)
<b>Faculty</b>	Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care
<b>Grade/salary</b>	Lecturer or Senior Lecturer, depending on the successful candidate's experience  Lecturer: Grade 7, £46,292 - £54,534 <u>inclusive</u> of £3,500 London Weighting Allowance per annum  Senior Lecturer: Grade 8, £56,060 - £64,405 <u>inclusive</u> of £3,500 London Weighting Allowance per annum
<b>Hours of work</b>	Full time (35 hours)
<b>Contract (Perm/FTC)</b>	Permanent
<b>Responsible to</b>	Professor of Mental Health Nursing in the Division of Care for Long Term Conditions and Head of Department of Mental Health Nursing
<b>Responsible for</b>	Not applicable
<b>Campus/Location</b>	Waterloo, James Clerk Maxwell Building and Denmark Hill Campus IoPPN

### Role purpose

This is an outstanding development opportunity for an innovative, talented individual who wishes to advance research and education relevant to mental health and mental health nursing to join our Faculty. The post is one of eight new posts as a commitment to our Faculty's future education and research.

This appointee will contribute to a thriving multi-disciplinary department spanning clinical, health services and implementation research in the UK and internationally. The post holder will join an established team of academic researchers in the Division of Care for Long Term Conditions, led by Professor Christine Norton, with mental health research led by Professor Alan Simpson, working in partnership with the Department of Mental Health Nursing led by Dr Tommy Dickinson. Professor Simpson works jointly between our Faculty and King's Institute of Psychiatry, Psychology & Neuroscience linking these two world-leading King's Faculties. Professor Simpson is also Co-Director of the NIHR UCL-KCL Mental Health Policy Research Unit and leads a programme of high-quality research with the aim of improving the delivery and experience of mental healthcare and mental health nursing across diverse service settings. Under his leadership we plan to develop a leading Centre for Mental Health Nursing.

You 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, especially focussed on mental health. You will collaborate with existing researchers and educators in the Faculty and in Kings and play a key role in working with Professor Simpson to advance research in mental health, mental health nursing, and mind body research to improve care and services. You will join our multi-professional teams, with vibrant researchers skilled in qualitative and quantitative methods with a common purpose to improve patients' lives.

Our education is driven by the philosophy that there is no health without mental health, and we work relentlessly to change the way people understand the relationship between body and mind. Our ambition is to extend our digital, postgraduate and international offering. Many members of the Faculty have national and international recognition as world leaders in their field of practice and have been selected for fellowship of various learned societies and academies. Clinical credibility and a willingness to develop and deliver high quality simulated practice will be expected. There may be opportunities for some clinical activity if of interest to the successful candidate. We have recently extended our educational portfolio in child and adolescent mental health. Therefore, we particularly welcome applications who have clinical and/or research experience in this area.

The teaching philosophy of the Department of Mental Health Nursing is student-led learning theoretically rooted in humanism. Humanist education aims to enable learners to express their own needs and interests, building their self-efficacy, independence and creative energy. Through this humanistic framework we strive to celebrate diversity, promote inclusivity and display compassion and empathy to craft an atmosphere where students appreciate their potential to learn and are excited about learning, so they can begin to realise their role, responsibility and capacity to take charge of their own lifelong education.

We welcome interest from candidates who share our vision of delivering high quality, inclusive research and education in a dynamic healthcare economy and who are enthusiastic about patient focussed, evidenced based care.

#### **Key objectives:**

- Contribute to and develop a transformative funded health care applied research programme relevant to the Division and to mental health care that delivers high quality research publications and impact to improve care. 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 mental health and divisional research.
- Play an active role in the Faculty and King's undergraduate and postgraduate teaching and training, focussed on the programmes within the mental health nursing department, including module and programme leadership, developing and delivering high quality innovative education and education materials, including 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, 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 and increasingly lead externally funded peer-reviewed collaborative research projects, programmes and fellowships, including winning funding from NIHR, UKRI and major 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.
- Attract and supervise PhD students
- Ensure research has a pathway to measurable impact

##### **Teaching:**

- Actively participate in, and where appropriate lead elements of, the teaching programmes at King's, and in particular the teaching of the mental health programmes.
- 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.

**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.

**Regular meetings:**

- Monthly Divisional and Department meetings.
- Postgraduate research meetings for PhD supervisors termly.

**Leadership & values:**

- Play a broader leadership role in the Faculty, contributing to the growth and development of our people and the wider organisation.

**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 confidential student records
- 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:**

- To have and maintain a research passport, honorary contract and good clinical practice in research as required.
- Undertake peer review of teaching, 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 mental health nurse in line with NMC requirements

**Other:**

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

**Health and Safety:**

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

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; Simpson developed research into the impacts of Covid-19 on mental health services and on mental health; Rose developed Lifelines, a home care technology platform 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.

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 and education, 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. The Faculty leads the Cicely Saunders Institute (Palliative Care, adopted 2017); The Institute of Women and Children's Health (launched 2019) relevant to this application.

### **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.

### **Institute of Psychiatry, Psychology & Neuroscience (IoPPN)**

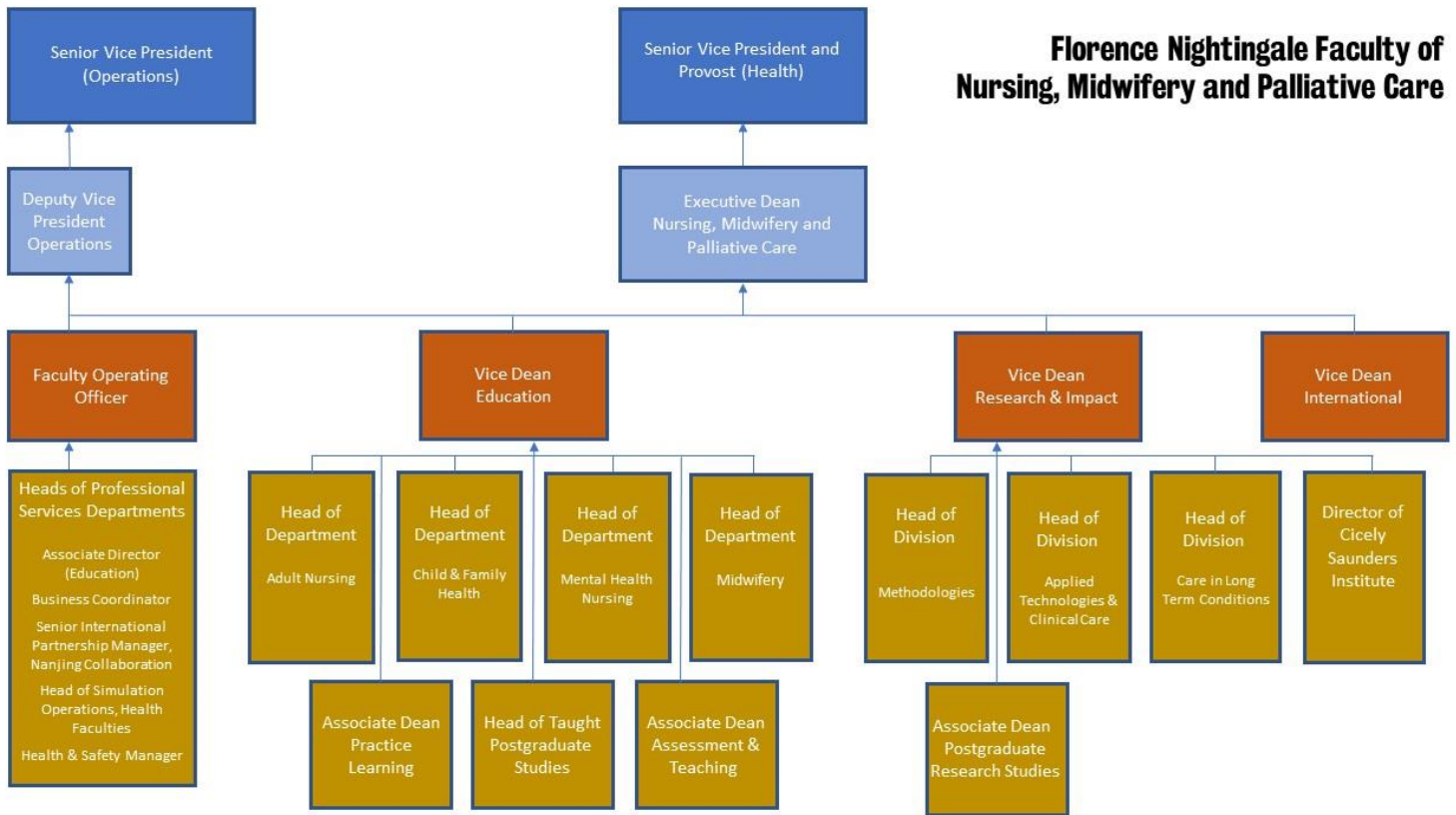
<https://www.kcl.ac.uk/ioppn>

The IoPPN is at the forefront of mental health care, redefining mental illness, its treatment, and its place in society. Its staff and students work to transform care for people who are affected by mental health and neurological conditions, through world-class research, education and training, and to serve our communities locally and globally. It leads global mental health research and through partnerships fosters research and training in policy, prevention, treatment and care around the world. It produces more highly cited outputs (top 1% citations) on mental health than any other centre (SciVal 2019) and on this metric we have risen from 16th (2014) to 4th (2019) in the world for highly cited neuroscience outputs.



# 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 or Senior Lecturer in Mental Health Nursing Criteria

Criteria	Essential	Desirable	Criteria Level
*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			Lecturer (L) Senior Lecturer (SL)
<b>Education / qualification and training</b>			
Current Registration with Nursing & Midwifery Council as a Mental Health Nurse	AP		L & SL
PhD in mental health nursing or relevant topic	AP		L & SL
Evidence of continued development in of expertise and knowledge in research methods and education relevant to this role, through courses, reading publications and/or learning as part of their development	AP/I		L & SL
Second NMC or professional Registration		AP	L & SL
<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.	AP/I		L & SL
The ability to take individual responsibility for planning and undertaking work, to meet research and teaching deadlines.	AP/I		L & SL
Track record of peer-review publication and presentations that demonstrate international excellence or are world leading in terms of originality, rigor and significance.	AP/I		L & SL
Ability to secure research grant funding, demonstrated by track record of involvement in research active teams, developed responsibilities, future plans, awareness of relevant funding schemes and previous experience.	AP/I		L & SL
Experience of the planning, delivery, and evaluation of high-quality education at undergraduate and/or postgraduate levels.	P		L & SL
Understanding of education methods and approaches, including emerging digital learning	I		L & SL
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.	AP/I		L & SL
Understanding of the relevant audit, governance, ethical, data protection and engagement process in relation to both education and research.	AP/I		L & SL

Criteria	Essential	Desirable	Criteria Level
*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			Lecturer (L) Senior Lecturer (SL)
Excellent methodological knowledge in quantitative, mixed method and/or relevant specialist methods,		AP/I	L & SL
Specialist methodological knowledge relevant to field		AP/I	L & SL
Collaborative and networking skills	AP, I, R		L & SL
Excellent written, verbal and digital communication skills, in face to face, email, reports, written formats and for teaching	AP/P		L & SL
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	AP/I		L & SL
<b>Experience</b>			
Strong track record of research in mental health research or a relevant health-related topic	AP/I		L & SL
Strong track record of delivering research, on time, to budget and to an excellent standard, as evidenced by research outputs.	AP/I		L & SL
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	AP		L & SL
Experience in supervising PhD students, MSc students and/or junior researchers	AP		SL
Proven track record of securing continued funding as a principal investigator and co-applicant on UKRI, NIHR or externally funded research grants	AP		SL
Extensive experience in teaching at undergraduate and postgraduate level, capable of employing a wide range of techniques	AP		SL
Experience in digital, remote, and/or blended learning		AP/I	SL
Experience of building and managing research teams		AP/I	SL
Experience of delivering education to diverse audiences, including clinical and non-clinical teams	AP/I		L & SL
Experience of teaching UG/PGT students in an education setting within NHS Trust and/or University environment	AP		L & SL
Experience of inter professional education		AP	SL
Experience of university governance and academic administration		AP	SL



Criteria	Essential	Desirable	Criteria Level
*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			Lecturer (L) Senior Lecturer (SL)
An understanding of financial management procedures for grants and of budgets		AP	SL
Experience researching and/or working clinically in child and adolescent mental health services		AP	L & S/L
<b>Personal characteristics/other requirements</b>			
Personal effectiveness, able to deliver high quality work to deadlines, and inspire and motivate others for the field, including in challenging environment.	I/P		L & SL
Vision for deliverable future research and education programme relevant for this post	AP/P		L & SL
Work in open and transparent way, respectful of the needs of others	AP/I		L & SL
Commitment to promoting diversity and inclusivity.	AP/I		L & SL

## 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> :	Yes	No Regulated Activity but contact with vulnerable groups <sup>2</sup> :	
No Regulated Activity but deemed a position of trust <sup>3</sup> :		Situated in a Regulated Environment i.e. NHS premises <sup>4</sup> :	Yes
<p>1. 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.</p> <p>2. Contact with vulnerable groups must meet the frequency threshold of 4 days in a 30 day period.</p> <p>3. A position of trust is any post that requires authorisation for restricted access to confidential data (not including anonymised patient data), premises or currency.</p> <p>4. KCL buildings do not qualify as regulated environments and only our partner NHS Trust sites qualify as regulated environments.</p>			

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

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> :	W	Direct patient contact involving exposure prone procedures (EPP) <sup>2</sup> :	W
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.