

WORKING AT WORCESTER

Candidate pack

**Lecturer/Senior Lecturer, MB ChB Programme
[Permanent] and Deputy Lead Clinical Placements
TCMS**

Three Counties Medical School



Lecturer/Senior Lecturer, MB ChB Programme [Permanent] and Deputy Lead Clinical Placements TCMS [fixed term for 3 years, renewable by agreement]

Three Counties Medical School

Vacancy Details

Location:	Severn Campus
Salary:	Opportunity to progress to <i>Appointment on a clinical lecturer or clinical academic contract may be considered for appropriate applicants</i>
Post Type:	Full Time
Contract:	Permanent
Closing Date:	
Interview Date:	

Overview

The University of Worcester is a high achieving, award-winning, dynamic institution set within an inclusive and engaged community. The number one University in England for gender equality, according to the last three years of the Times Higher Education's University Impact Rankings, with multiple accolades for teaching quality, inclusion, contribution to the community, and environmental sustainability, the University has been shortlisted as Times Higher Education University of the Year three times in recent years. One of the best Universities for health education, Worcester has created the distinctive Three Counties Medical School (TCMS), aiming to widen access to careers in medicine and retain graduates in the local area.

This is an exciting time to join the University. The Medical School opened to its first MBChB students in September 2023 and alongside the MSc Physician Associate Programme aims to significantly contribute to expanding the local healthcare provision.

This is the ideal opportunity for someone who is passionate about Healthcare Education to join the team, as part of Three Counties Medical School, and contribute to the design and implementation of new exciting curricula, much of which is community-based.

The successful candidate will be a proven leader, with the ability to motivate and influence stakeholders to increase and sustain placement capacity.

This is a permanent Lecturer/Senior Lecturer post with a role allocation as Deputy Lead Clinical Placements within the TCMS for an initial fixed term of 3 years.

For informal inquiries please contact Jennifer Zandbeek, School Manager for the Three Counties Medical School via email at j.zandbeek@worc.ac.uk

Job Description

<p>Job Title: Lecturer/Senior Lecturer in MB ChB Programme (Permanent) and Deputy Clinical Placements TCMS (Fixed term for 3 years, renewable by agreement)</p>	<p>Band AC2 £37,100- £41,732 AC3: £42,978 - £54,395</p> <p><i>Appointment on a clinical lecturer or clinical academic contract may be considered for appropriate applicants</i></p>
<p>School: Three Counties Medical School</p>	
<p>Department/ Programme: MB ChB Studies, Three Counties Medical School</p>	
<p>Reporting directly to: Phase 2 MB ChB Lead</p>	
<p>Working closely with the Programme Lead, Phase 1 Lead MB ChB and Module Lead for PA Placements, Placements Officer and the PA Placements Lead</p>	
<p>Other Contacts</p> <p>Internal: Dean of Three Counties Medical School; School Manager; MBCHB academic staff; College Director for Learning, Teaching and Quality Enhancement; College Director for Research and Knowledge Exchange; professional services staff supporting the school; academic staff in the College [Schools of Allied Health and Community, Nursing and Midwifery and Science and the Environment]; Strategic Director of Practice Education and Interprofessional Learning in the Health Professions</p> <p>External: NHS Trusts; Partner institutions; Other HEIs; Student placement providers, Regulators</p>	
<p>Job summary</p> <p>This is a permanent Lecturer/Senior Lecturer post on the MBChB Programme, with a role allocation as Deputy Lead Clinical Placements (MB ChB), which is for an initial fixed term of 3 years.</p> <p>This academic post is responsible for the clinical curriculum including assessment during Phase 1 and significantly contributing to Phase 2 of the MBChB liaising with the Phase and Course Leads. This entails curriculum design, development and delivery also contributing to the responsibility for the community placements, including placement quality management and GP Tutor support and training. Primary care is an important clinical environment for both medical and physician associate (PA) students and as such the postholder will be responsible for recruitment of appropriate placements and the design of campus-based activities to support the student experience. This post provides support for placements specifically, but not exclusively, in primary care, under the guidance of the Phase 2/MBChB Placements Lead. Medical students will undertake longitudinal integrated clerkships in their third year, and the role-holder will be involved in further recruitment of rural and inner-city GP placements to expand authentic GP placements and introduce further simulated practice as student numbers grow. As such a proportion of time will be spent in networking and placement visiting, supporting our educational supervisors and ensuring the quality of our MB ChB placements.</p>	

Main Duties

Lecturer/Senior Lecturer (0.5fte):

1. Make a significant contribution to an outstanding learning experience for students through inspirational teaching during campus-based sessions including student placement briefing and preparation. This includes outstanding pastoral care.
2. Contribute to teaching and teaching related activities (theory, skills, and scholarship), highlighting community-based medicine and primary care topics across the School.
3. Design and develop learning materials, including primary care simulation and assessments and contribute to module evaluation.
4. Contribute to the assessment process for students including the setting, marking and moderation of work, individually or collectively as part of a team in accordance with quality assurance procedures (Lecturer), depending on experience take on duties commensurate with Clinical Assessment Lead (Senior Lecturer).
5. Participate in the development of Continuing Professional Development (CPD) events especially for our NHS Tutors.
6. Participate in student recruitment activity, including outreach visits to schools, sixth form colleges, and recruitment fairs, and attendance at University Open Days and Applicant Days.
7. Act as a student dissertation supervisor.
8. Carry out academic administrative work and participate in relevant committees within the Institute and University.
9. Participate in staff development and review processes.
10. Participate fully in the life of the department, School and University, by engaging in representational and ambassadorial activities and carry out any other reasonable duties as requested by the Head of Department and/or Head of School.
11. Contribute to the promotion, growth, and reputation of the University as an outstanding place at which to be a student.
12. To undertake other duties as agreed with the Dean of School.

Role descriptor for Deputy Lead for Clinical Placements (0.5fte):

13. To specifically design and undertake curriculum development concerning student learning on placements
14. To recruit and support clinical placements specifically in primary care, assuring their quality and development, under the supervision of the Phase 2/MBChB Placements Lead. This will include ongoing planning of the year 3 MBChB longitudinal integrated clerkships, and the further recruitment of rural and urban GP placements to expand authentic GP placements.
15. To network and visit placements to both support educational supervisors and students, ensuring the quality of our MBChB placements and, where directed, those of the PA Programme.
16. To ensure that new knowledge and curriculum design is disseminated through conference and publications as appropriate.

Selection Methods

Shortlisted candidates will be asked to deliver a presentation and a teaching session, followed by a formal panel interview. The presentation and teaching briefs are as follows:

Presentation: Please deliver a 10-minute presentation on “supporting the future clinical placement requirement for vocational programmes”

Teaching session: Please deliver a 10-minute teaching session suitable for Level 7 students focussing on a topic of your choosing relevant to healthcare students

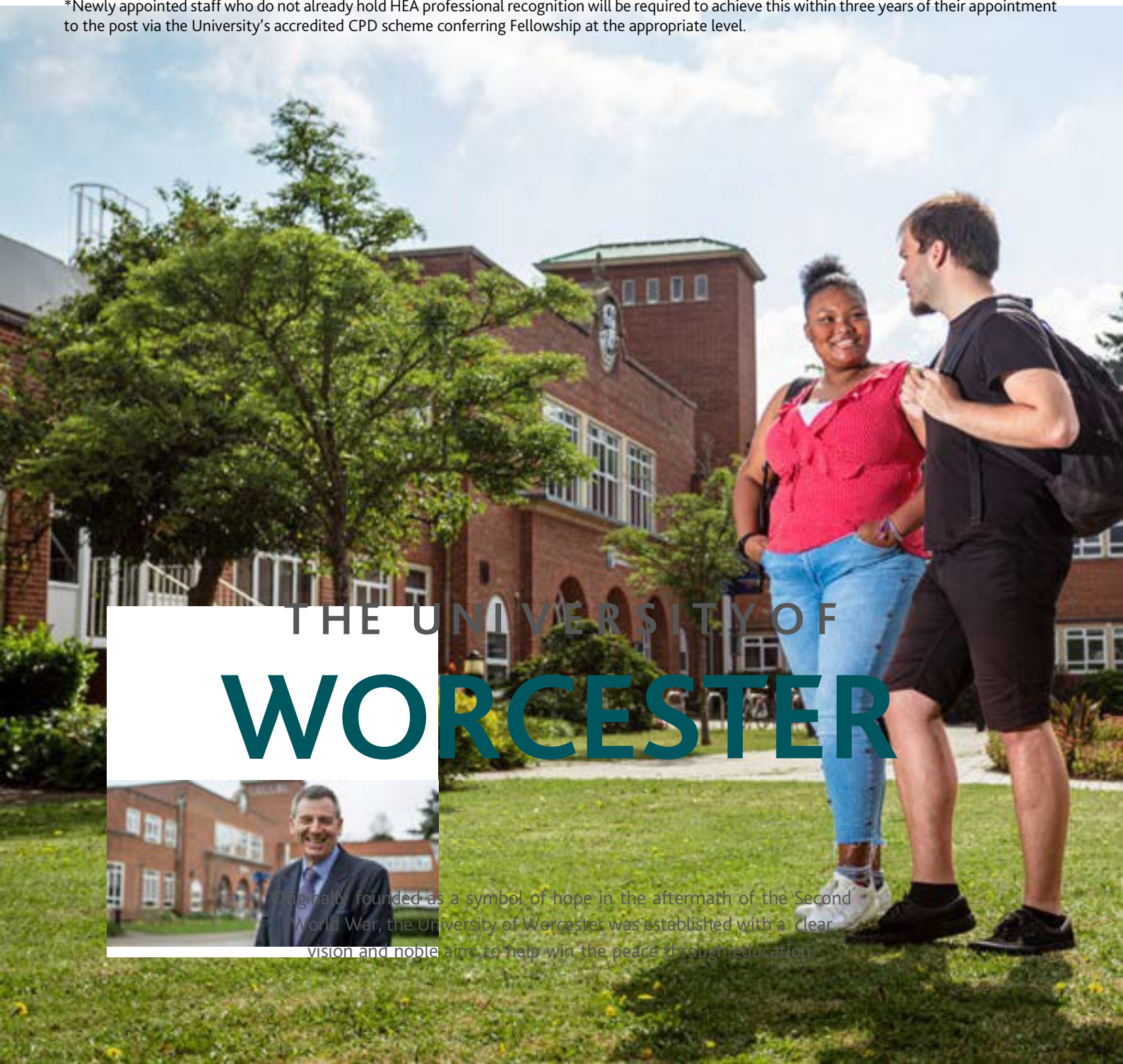
Person Specification

Criteria For appointment as Lecturer/Senior Lecturer:	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. Related healthcare qualification to degree level	Essential	Application Form
2. PG Cert in Learning and Teaching in Higher Education (or equivalent) and/or Fellowship of the Higher Education Academy/Advance HE or working towards.	Essential (Senior Lecturer) Desirable (Lecturer)	Application Form
4. Registration with an appropriate Professional Body (GMC or equivalent).	Essential	Application Form
5. Minimum of two years' post-qualification clinical experience.	Essential	Application Form
6. Significant experience of teaching relevant subject area degree programmes at undergraduate or postgraduate level and/or extensive knowledge, skills and experience in teaching undergraduates/postgraduates	Essential (Senior Lecturer) Desirable (Lecturer)	Application Form / Supporting Statement / Interview
7. Significant experience of designing, delivering and quality assuring assessments, including clinical assessment methodologies	Essential (Senior Lecturer) Desirable (Lecturer)	Application Form / Supporting Statement / Interview
8. Demonstrable ability to enthuse, motivate and facilitate student learning and intellectual challenge, using a variety of methods of learning and teaching.	Essential	Application Form Interview
9. Experience of innovative and successful curriculum design.	Essential (Senior Lecturer) Desirable (Lecturer)	Application Form / Interview
10. Experience of clinical placement recruitment, support and development	Desirable	Application Form
11. Demonstrable commitment to diversity and inclusion, and to health and well-being issues in both staff and students.	Essential	Application Form / Interview
12. Evidence of (or willingness to) making a substantial contribution to both student recruitment and support activities.	Essential	Interview
13. Demonstrable experience of successful undertaking of quality assurance processes.	Essential (Senior Lecturer) Desirable (Lecturer)	Application Form / Supporting Statement / Interview
14. Excellent planning and organisational skills, and exceptional ability to analyse situations and solve problems.	Essential	Application Form Interview
15. Knowledge and experience of working with healthcare regulatory bodies.	Desirable	Supporting Statement /

		Interview
16. Knowledge and experience of working in collaboration with colleagues in NHS. Excellent awareness of national strategic and policy developments in Higher Education and active membership of professional networks and associations in related fields.	Desirable	Supporting Statement / Interview

- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency based interview questions, tests, work-related exercise, presentation or teaching session etc.

*Newly appointed staff who do not already hold HEA professional recognition will be required to achieve this within three years of their appointment to the post via the University’s accredited CPD scheme conferring Fellowship at the appropriate level.



THE UNIVERSITY OF
WORCESTER



Originally founded as a symbol of hope in the aftermath of the Second World War, the University of Worcester was established with a clear vision and noble aim to help win the peace through education.

Welcome

Professor David Green CBE, University of Worcester Vice Chancellor and Chief Executive, shares a message with prospective colleagues. [Listen now](#)



The founding principles of 1946 continue to shape much of our work today, harnessing the power of education to enrich lives and make a positive contribution to society.

Over the past decade, the number of students choosing to shape their future at the University of Worcester has more than tripled. We are now a community of over 10,000 students and 1,000 staff members, drawn from over 60 countries and a wide variety of disciplines, including nursing and health, teacher training and education, biological science, business, arts, humanities, psychology, law, sports science, management and more. Plans for the new Three Counties Medical School are well-advanced, with the first students expected to begin their studies in 2022.

Research at the University is flourishing. In 2014, the results of the national Research Excellence Framework made Worcester the country's most improved university for Research Power according to Research Fortnight. Research revenues have grown significantly, and outstanding new colleagues have joined the University creating a positive, productive environment.

We strive to be an outstanding university at which to be both a student and a member of staff. We concentrate on working together as a whole University, to create an environment in which people thrive, placing great importance on combining enduring human values with professionalism. We have a national reputation as a very friendly community, where both staff and students feel genuinely valued and empowered to make a meaningful contribution.

The Hive

By opening our facilities in imaginative ways for the public benefit, we encourage cohesion and contribute to our community becoming even safer, stronger and more engaged. The opportunity to study at The Hive, Europe's first integrated university and public library, is a day-to-day encouragement to active citizenship and learning.



The Arena

"Universities like ... Worcester have long been leading the way in improving the disabled student experience, by enhancing support services available to them and designing facilities with accessibility in mind. I want institutions like these to no longer be the exception, but the norm."
Universities Minister,
Chris Skidmore, 2019



On Campus

Worcester has become identified with academic freedom and freedom of expression, with a reputation for demonstrating leadership and speaking out on critical issues.



The University has been ranked in the top 3 in the UK for Quality Education in each of the last three years of the Times Higher Education's University Impact Rankings, which assess how universities globally are meeting the UN's Sustainable Development Goals.

In 2021, the University was ranked No.1 in England for Gender Equality for the third year running. In the first rounds of the national gender pay reporting, the University was shown to be the UK's best performing university for fair gender pay. There is no statistically significant difference in gender pay at Worcester.

Worcester has been shortlisted three times as the Times Higher Education's University of the Year – in 2016, 2019 and 2020 - and twice for University of the Year in the UK Social Mobility Awards – in 2019 and 2020. In 2019 it was named Sustainability Institution of the Year in the Green Gown Awards 2019. Representing Britain and Ireland, the University was then highly commended globally for sustainability at the United Nations in June 2020.

Our annual revenues have risen more than fourfold since 2004 and are now approaching £100m, with the University's activities generate well over a quarter of a billion pounds annually for the regional economy, which generates more than 8,000 jobs in the area.

A highly imaginative, capital development programme has seen sustained investment in

inclusive, innovative, award winning facilities, including The University of Worcester Arena, the UK's first indoor sports arena purpose designed to include the wheelchair athlete, and The Hive, Europe's first University and Public Library.

One of the distinctive features of the University is that we strive to work in purposeful partnerships with many businesses, our Local Authorities, Health Trusts, Schools, Further Education and 6th Form Colleges, Housing Associations and other natural partners for the University locally, nationally and internationally. We have recently been appointed as the educational partner on plans to build a brandnew multi million pound 'university centre' in Dudley as part of the Council's Towns Fund plan.

Working in partnerships on a principled, sustained basis enables us to achieve much more together.

SHORTLISTED

UK Social Mobility
Awards™

University of the Year 2020

FINALIST

**THE AWARDS
2020**

University of the Year

FINALIST

Green Gown
Awards 2019

Sustainability Institution
of the Year

We are seeking to appoint exceptional people who share the University's values and goals to help lead the University to meet fresh challenges, record new achievements and make a still greater contribution to society.



Read our [Strategic Plan: Vision and Values](#)



Find out why we are a finalist for [University of the Year](#)



Read our [Report and Financial Statements](#)

An engine of opportunity

Since earning our university title in 2005, the University has:

- Created innovative and inspirational facilities including The Hive - Europe's first integrated university and public library, and the University of Worcester Arena - Britain's first inclusive indoor sports hall purpose designed to include the wheelchair athlete
- Made an outstanding contribution to the urban regeneration and renewal of Worcester – one of England's finest cathedral cities
- Become the best university in the Country for gender equality
- Been consistently outstanding for environmental sustainability
- Been a shining beacon for academic freedom worldwide
- Championed inclusive sport and physical education across the globe
- Pioneered the whole institution approach to widening participation
- Led national work to promote positive student mental health and wellbeing
- Been the most improved university for Research Power in the 2014 REF

Ten Facts About the University

Ranked top 3 for Quality Education

The University has been ranked in the top 3 in the UK for Quality Education in all three years – 2019, 2020 and 2021 of the Times Higher Education's University Impact Rankings, which assess how universities globally are meeting the UN's Sustainable Development Goals. The University has also been the No.1 university in England for Gender Equality in all three years of the rankings.

Outstanding Contribution to Equality, Diversity & Inclusion winner

The University was the winner of the 2020 Times Higher Education Award for Outstanding Contribution to Equality, Diversity and Inclusion and winner of the 2019 THE Award for Outstanding Contribution to the Local Community. The University won the 2019 Guardian University Award for Internationalisation.

Three Counties Medical School

In August 2021, the University was given the go ahead to recruit the first students to its new Three Counties Medical School. Construction is underway on a new healthcare training facility, which will feature a state-of-the-art anatomy suite.

Shortlisted for University of the Year

Worcester has been shortlisted three times as the Times Higher Education's University of the Year – in 2016, 2019 and 2020 - and twice for University of the Year in the UK Social Mobility Awards – in 2019 and 2020.

Sustainability Institution of the Year

Worcester was named Sustainability Institution of the Year in the Green Gown Awards 2019 and was Highly Commended in the global awards at the UN. In the 2019 People and Planet University League, Worcester was awarded First Class Honours – an achievement it has recorded each and every year since 2009.

Students' Union in top 10

The University scores consistently above our benchmark and the average in the National Student Survey. In 2021, Worcester Students' Union was ranked among the top 10 unions at mainstream universities across the UK in the independent survey.

Top 10 for Sustained Employment

94.6% of Worcester graduates are in work or further study 15 months after graduating (Graduate Outcomes Survey 2020) and Worcester is in the top 10 for 'Sustained employment with or without further study' one, two and three years after graduation (most recent LEO).

Top 10 universities which best reflect society

A report from the Higher Education Policy Institute (HEPI) in early 2018 placed the University of Worcester in the top 10 of universities which best reflect society.

Top 10 for Postgraduate experience

Worcester is ranked among the very best in the UK in two national independent surveys exploring postgraduate teaching and research. In the AdvanceHE Postgraduate Taught Experience Survey (PTES) 2021, Worcester is ranked 3rd amongst 88 UK universities for overall satisfaction, while Worcester is ranked 7th out of 94 in the AdvanceHE Postgraduate Research Experience Survey (PRES) 2021.

Top 20 for student experience

20th for student experience and 23rd for teaching quality (2022, published September 2021).

LIVING & WORKING IN **WORCESTERSHIRE**

Where you live can have a big
impact on your quality of life.





Worcester

The University is located in the heart of Worcester, close to both the city centre and also the beautiful surrounding countryside, which has been designated as an area of outstanding natural beauty.



Worcester is a growing, vibrant city with a population of about 100,000. It is now regularly named as one of the happiest and safest cities in England and one of the best for children. Worcester, Hereford and the surrounding areas excel with an exceptional choice of schools.

Located less than an hour from Birmingham - bordered by the Cotswolds to the East and the Malvern Hills to the West — Worcester is renowned for its history and heritage. Local landmarks include the inspiring Norman Gothic Cathedral; the Three Choirs Festival where Sir Edward Elgar's Enigma Variations were first performed in 1899; and the Commandery from which Charles II fought during the Civil War.

The University's City Campus is based in the sensitively restored Georgian Victorian Worcester Royal Infirmary where the British Medical association was founded in 1832. The New Road Worcestershire County Cricket ground, built next to the banks of the river Severn, is ranked as one of the world's most beautiful.

When comparing property in the region to elsewhere in the country, it's worth considering:

- You will pay more than double the money for a comparable farmhouse in Oxfordshire
- A character cottage in Worcestershire or Herefordshire is about two thirds of the price of one in Oxfordshire

Worcestershire is easy to get to and easy to get around. With excellent road and rail links there are direct connections to London and three international airports within an hour's drive of the county.

On campus car parking is available for permit holders, but we are also committed to reducing our carbon emissions as part of our wider environmental commitment, and as a result we encourage staff to walk or cycle where possible. We offer a valuable salary sacrifice scheme for staff who wish to purchase a bike for travelling to work.

What does it mean to work at Worcester?

Worcester offers a collaborative, innovative and inclusive workplace where you can thrive.

The University is among the largest employers in the county, with over 1,000 staff between our campuses.

The Worcester ethos is bold, caring, compassionate, and dedicated to excellence. Working at Worcester is more than a job; it's an opportunity to be your best, within a vibrant, welcoming community. We have a strong focus on creating an environment where individuals from diverse backgrounds and life experiences can both contribute and flourish.

And we care, always looking for ways to better the lives of our employees with benefits and offerings that support wellbeing, enhance the quality of life for you and your family, and help bring unity to your personal and professional life.



Watch [This is Worcestershire](#)

What's it like to work at Worcester?

Benefits snapshot

Worcester takes pride in offering generous benefits to support and enhance your career, health, and wellness. Here's a quick overview of the kind of support that has made us an award-winning employer of choice.

Lifelong learning and career growth

We proudly offer generous education benefits for lifelong learning. You may be able to earn a Worcester degree while you work or take professional development opportunities that enrich your career skills.

Progression and Reward Scheme

We proudly recognise the individual and collective achievements of our staff with progression opportunities and a staff reward scheme.

Securing your future

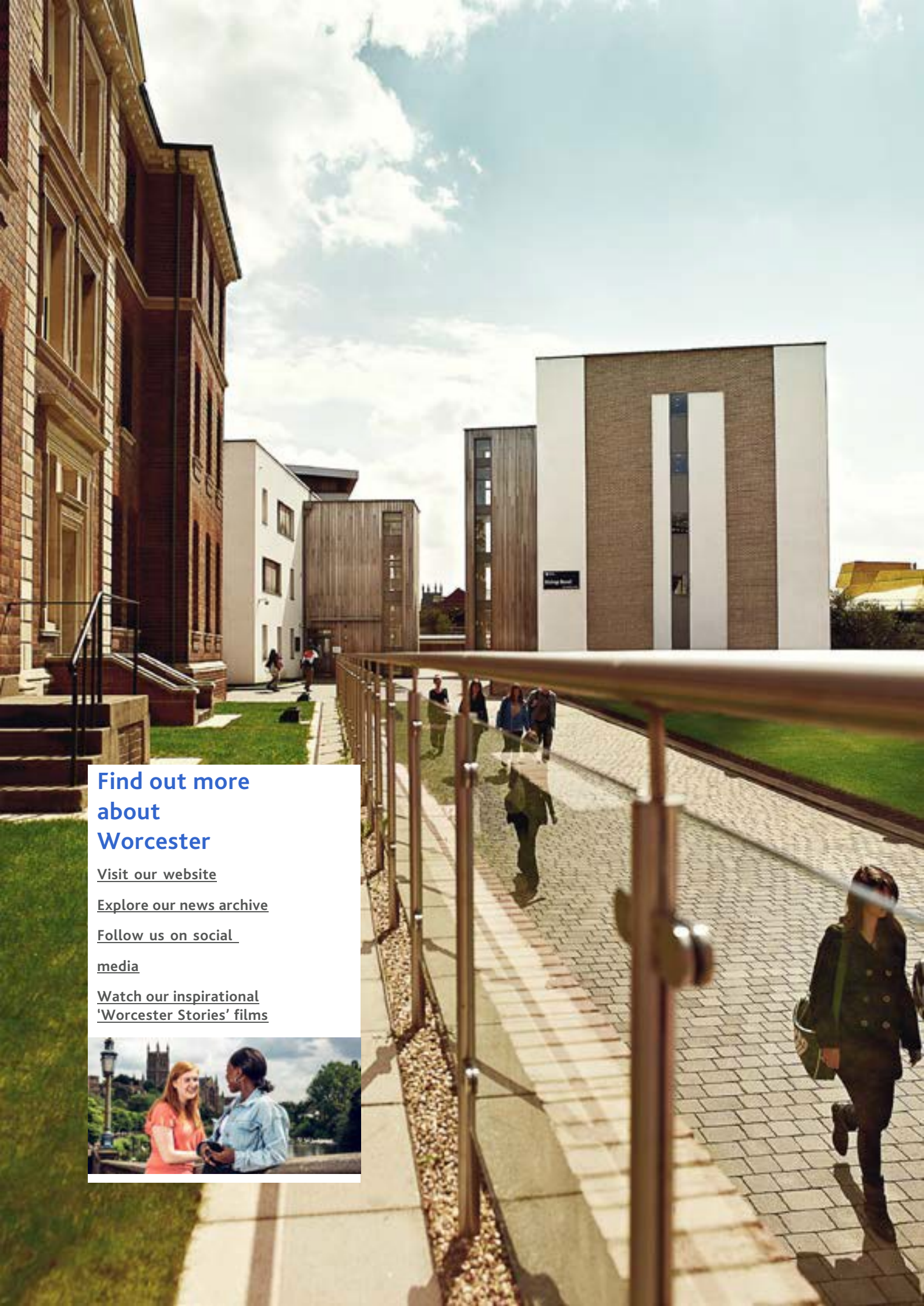
We offer generous occupational pension schemes. All schemes provide valuable benefits on retirement, as well as life assurance and protection for you and your family. You can find out more about pensions, including retirement benefits and additional voluntary contributions on our website.

All schemes provide valuable benefits on retirement, as well as life assurance and protection for your family.

Supporting your work, life and wellbeing

For many of us, our work is an integral part of our life. Worcester benefits and programmes help you balance a meaningful career with a high quality of life. Thrive at work and beyond with support and resources:

- Generous time off – Look forward to time off, with an annual allowance that increases with your length of service.
- Flexible work options – Many of our employees have alternative work schedules or remote work arrangements that meet both personal and departmental needs.
- On-site childcare - We have an excellent nursery on campus for children of staff and students. The nursery is accredited by Ofsted and works with little ones from three months up to school age. We offer a salary sacrifice scheme for any childcare costs, providing you valuable savings on tax and National Insurance.
- Employee Assistance Programme - Free, confidential 24/7 support offering professional support and specialist advice on a range of issues that may have an impact on an employee's health and wellbeing.
- Health and wellbeing - Staff are able to access many of the University's state of the art sports facilities at discounted rates, from sports pitches to the gym and our on campus sports centre. A range of classes are also available, including dance, yoga and pilates, as well as several staff sports clubs.
- Support for you and your family – Worcester offers an exceptionally inclusive working environment with programmes and resources dedicated to meeting the needs of a diverse workforce.



**Find out more
about
Worcester**

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[Follow us on social
media](#)

[Watch our inspirational
'Worcester Stories' films](#)



How to Apply

To make your application and to find out more about the University, visit www.worcester.ac.uk/jobs

If you have any questions about working at Worcester or the recruitment process get in touch with our Human Resources team:

Telephone: 01905 855170

Email: jobs@worc.ac.uk