

# WORKING AT WORCESTER

Candidate pack

**Clinical Lecturer/Senior Clinical Lecturer, MB ChB  
Programme and Year 4 Lead**

Three Counties Medical School



# Clinical Senior Clinical Lecturer, MB ChB Programme and Year 4 Lead [fixed term for 3 years, renewable by agreement]

Three Counties Medical School

## Vacancy Details

<b>Location:</b>	<b>Severn Campus</b>
<b>Salary:</b>	<b>£68,215 to £95,513 pro rata per annum</b>  <b><i>Appointment on a clinical senior lecturer, clinical academic contract or secondment for appropriate applicants</i></b>
<b>Post Type:</b>	<b>0.4 wte</b>
<b>Contract:</b>	<b>Fixed term, renewable by agreement</b>
<b>Closing Date:</b>	
<b>Interview Date:</b>	

## 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.

The successful candidate will be a proven leader, with the ability to interface between the university and NHS placement settings including supporting students transitioning into their foundation year.

This is a fixed term post as Year 4 Lead for the MBChB programme within the TCMS for an initial fixed term of 3 years.

For informal inquiries please contact Professor Sandra Nicholson, Dean of the Three Counties Medical School via email at [s.nicholson@worc.ac.uk](mailto:s.nicholson@worc.ac.uk)



# Job Description

<b>Job Title:</b> Clinical Senior Lecturer, MB ChB Programme and Year 4 Lead (Fixed term for 3 years, renewable by agreement)	<b><i>Appointment on a clinical senior lecturer or clinical academic contract or for appropriate applicants a secondment may be considered</i></b>
<b>School:</b> Three Counties Medical School	
<b>Department/ Programme:</b> MB ChB Studies, Three Counties Medical School	
<b>Reporting directly to:</b> MB ChB Phase 2 Lead	
Working closely with the Programme Lead, Assessment Lead, Phase 1 Lead MB ChB	
<b>Other Contacts</b> <b>Internal:</b> 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  <b>External:</b> General Practice; NHS Trusts; Partner institutions; Other HEIs; Student placement providers, Regulators	
<b>Job summary</b>  This is a part-time post within the MBChB Programme, with a specific focus on overseeing delivery of year 4 of the programme and supporting students' progression including facilitating students' transition into foundation training.  The postholder will hold responsibility for operational delivery of the year 4 curriculum, overseeing hospital placement-based learning and the student portfolio, and preparation and coordination of assessments. To achieve this, the postholder will work closely with placement providers, educators in secondary care, and with the MBChB Assessment, Phase, and Course Leads.  TCMS medical students undertake a series of predominantly hospital-based placements (junior and senior assistantships) in their fourth year, in preparation for the Medical Licensing Assessment (MLA) and transition to foundation training. The postholder will support placement providers to deliver placement-based experiences and activities that allow students to meet year 4 learning outcomes. In year 4, students sit a local Single Best Answer (SBA) multiple choice examination and the MLA, which comprises the Applied Knowledge Test (AKT) and Clinical and Professional Skills Assessment (CPSA). Students will also sit the Prescribing Safety Assessment (PSA). The postholder will be responsible for coordinating question writing and examination preparation for the year 4 SBA examination, and coordinating preparation for the MLA. They will also oversee the student portfolio in year 4, as a record of placement-based assessments and demonstration of clinical skill competence.	

## **Main Duties**

1. Supporting Educational Supervisors in practice to oversee placement-based learning that allows students to meet expected learning outcomes during the assistantships.
2. Preparing students to make best use of the portfolio, including workplace-based assessment on placement and demonstration of clinical skill competence in practice.
3. Co-ordination of the Year 4 SBA and MLA examinations.
4. Ensuring local assessments are aligned with the curriculum and are consistent with GMC requirements.
5. Liaising with academic colleagues, placement educators and topic specialists to create assessment items and OSCE stations and ensure alignment with the MLA and MBChB curriculum.
6. Participation in standard-setting of the local MBChB Year 4 exams, including simulated patient and examiner standardisation.
7. Working with the MBChB Assessment team to manage arrangements for exams and quality assurance of results. This includes review of the Year 4 Assessment Guide and contributing to student teaching about examination in Year 4.
8. Assisting the Lead for Phase 2 concerning Year 4 students' assessment related queries and complaints.
9. Contribute to the faculty continuing professional development programme, including internal and external staff training for exam-item writing and examining.
10. Attending faculty meetings, including reporting on examination processes and quality assurance.
11. Scholarship and research activity that supports a continuing relationship between the University (TCMS) and the NHS (Trust/GP) and contributes to the evidence-based processes within the school and externally.
12. Make a significant contribution to an outstanding learning experience for students through inspirational teaching during campus-based sessions and excellent pastoral care.
13. Contribute to continuing professional development activities for placement educators.
14. Participate in student recruitment activity, including attendance at University Open Days and Applicant Days.
15. Carry out academic administrative work and participate in relevant committees within the College and University.
16. Participate in staff development and review processes.
17. Participate fully in the life of the school, college 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.

18. Contribute to the promotion, growth, and reputation of the University as an outstanding place at which to be a student.

19. To undertake other duties as agreed with the Dean of School.

#### **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 “achieving the best outcomes through placement-based learning”

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

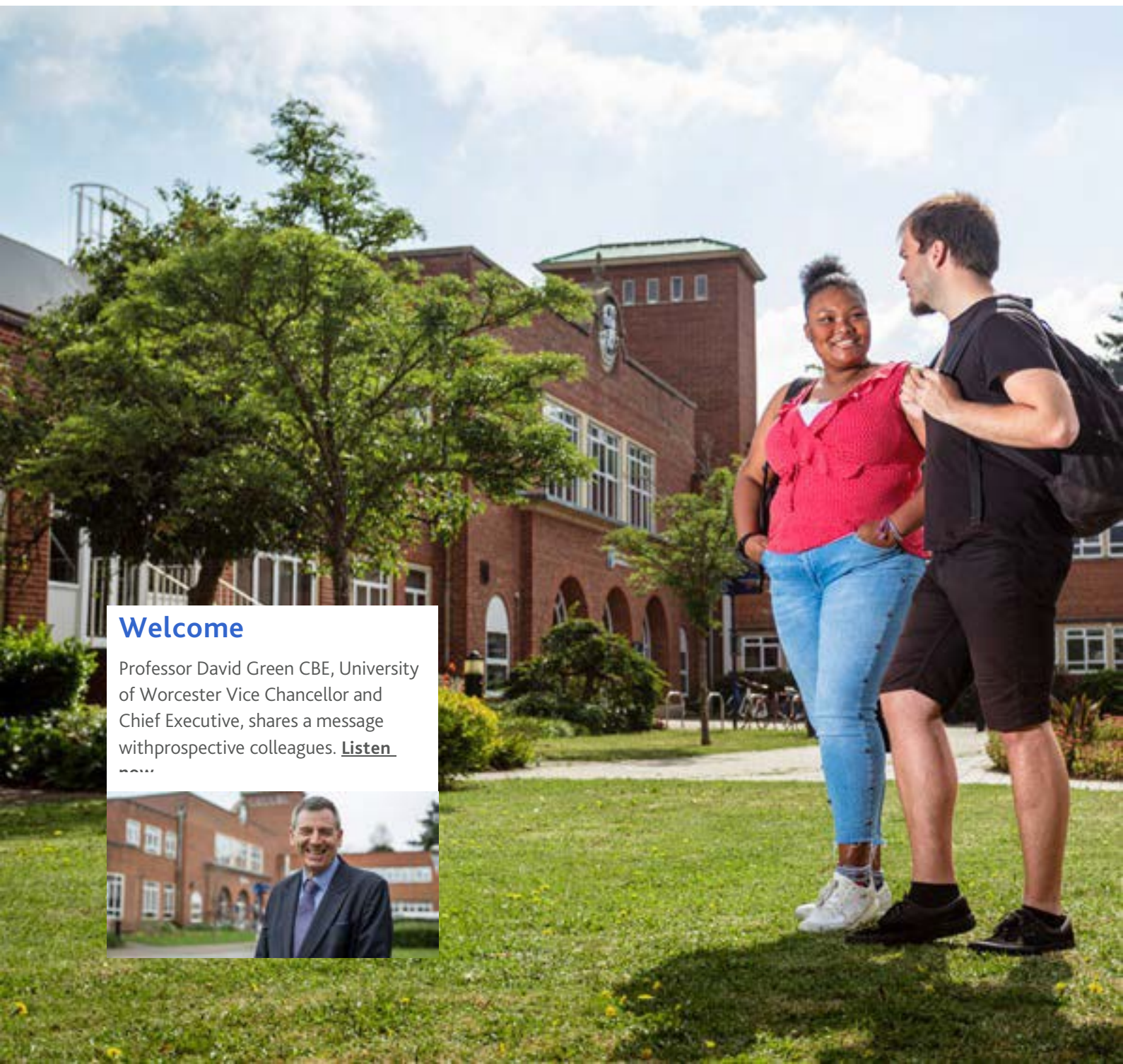
Criteria For appointment as Clinical Senior Lecturer:	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. MBChB, or equivalent, and working as a practicing clinician	Essential	Application Form
2. Experience of teaching, facilitating learning, and assessments at undergraduate and/or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









# 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.

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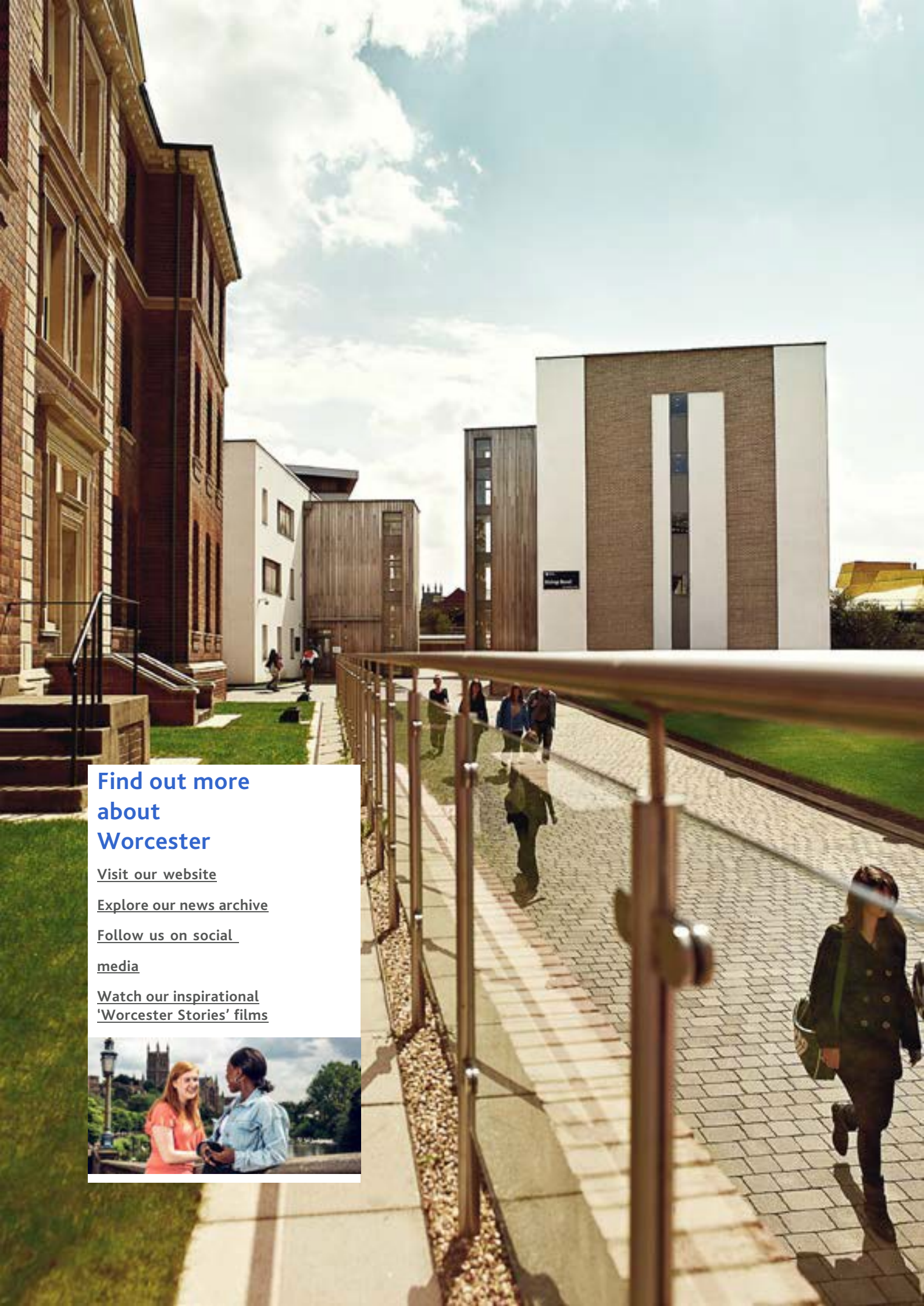
## Supporting your work, life and wellbeing

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.







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about  
Worcester**

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[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](http://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](mailto:jobs@worc.ac.uk)

