



Candidate Information Pack

NUFFIELD PROFESSOR OF POPULATION HEALTH

UNIVERSITY OF OXFORD





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Executive Summary

Welcome letter from Professor Gavin Screaton, Head of Medical Sciences Division



Thank you for your interest in the Nuffield Professorship of Population Health which is located within the Nuffield Department of Population Health (NDPH) and the Oxford Medical Sciences Division. The Nuffield Professorship is a key position within the Division, and the post-holder will be invited to serve as Head of Department. The current incumbent is Professor Sir Rory Collins FRS, who is stepping down from the role having led its creation in 2013 and its subsequent strategic direction.

NDPH was created to undertake research that provides reliable answers to important questions about the causes, prevention and treatment of disease. Our focus is on improving health by reducing common causes of disability and premature death in both developed and developing populations.

We aim to:

- identify areas of research likely to make a substantial difference to the health of different populations;
- generate evidence that addresses these research questions both reliably and comprehensively; and
- translation influence policy with compelling evidence that helps to ensure from research into practice.

We have a wealth of resources that allow us to achieve these aims, in particular large collections of rich data from major observational studies and randomised trials that we have established with our collaborators worldwide, together with exceptional researchers and scientific support staff. In addition, we benefit from a multidisciplinary environment that actively encourages collaboration between groups, and access to powerful new technologies.

We place a special emphasis on helping staff to establish their careers in health research, through training and development. We have established successful MSc courses (in Global Health Science/Epidemiology, and in Clinical Trials) and a DPhil programme in Population Health, and we were awarded an Athena SWAN Silver Award in 2015, which we renewed in 2019. In the 2021 Research Excellence Framework (REF), 96% of the research submitted to Unit of Assessment 2: Public Health, Health Services and Primary Care, was ranked either 4* (world-leading in terms of originality, significance and rigour) or 3* (internationally excellent in terms of originality, significance and rigour). We scored particularly well for having an environment that is conducive to producing research of world-leading quality and enabling outstanding impact, in terms of its vitality and sustainability.

We are building our scientific strengths not only through training and career development but also through the recruitment of established scientists who share our vision of what really matters for improving health. As part of that strategy, we wish to recruit a world-class clinical or non-clinical scientist to provide outstanding leadership for the continued success and future development of the Nuffield Department of Population Health. It is our intention to provide infrastructure support to the successful candidate.

I very much hope that you will wish to consider joining us, and should be happy to speak with you in order to discuss in more detail all of the opportunities that exist within the Department for high quality work that impacts on health worldwide.

Yours sincerely,

Gavin Screaton



The Organisation

The University of Oxford

Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

Oxford's self-governing community of international scholars includes professors, associate professors, other college tutors, senior and junior research fellows and over 2,500 other University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues. The current strategic plan can be found at <https://www.ox.ac.uk/about/organisation/strategic-plan-2018-24>

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and is ranked first in the UK for university spin-outs, with more than 130 spin-off companies created to date. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body which now numbers over 10,000. Postgraduates are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information please visit www.ox.ac.uk/about/organisation



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Nuffield Professor of Population Health



The Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for biomedical and clinical research and teaching, and the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit the [Medical Sciences Division website](#).



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Nuffield Department of Population Health

Oxford Population Health (the Nuffield Department of Population Health) provides an excellent environment for multi-disciplinary research and teaching and for professional and support staff. We work together to answer some of the most important questions about the causes, prevention and treatment of disease.

The Department has around 900 staff, students and academic visitors working in a number of world-renowned population health research groups, including the Clinical Trial Service Unit and Epidemiological Studies Unit (CTSU), the Cancer Epidemiology Unit (CEU), the National Perinatal Epidemiology Unit (NPEU) and other groups working on public health, health economics, ethics and health record linkage. It is also a key partner in the Oxford University's Big Data Institute.

In the 2021 Research Excellence Framework (REF), 96% of the research submitted to Unit of Assessment 2: Public Health, Health Services and Primary Care, was ranked either 4* (world-leading in terms of originality, significance and rigour) or 3* (internationally excellent in terms of originality, significance and rigour). This comprised research from Oxford Population Health and research from the Nuffield Department of Primary Care Health Sciences. We scored particularly well for having an environment that is conducive to producing research of world-leading quality and enabling outstanding impact, in terms of its vitality and sustainability.

In addition to its research activities, the Department is home to the [MSc in Global Health Science and Epidemiology](#), the [MSc in Clinical Trials](#), and a variety of short courses. Students also come to undertake research for [DPhil degrees](#). Teaching is provided for undergraduates reading for Medicine and for public health doctors in specialist training.

The Athena SWAN Charter recognises and celebrates good practice in recruiting, retaining, and promoting women in science, technology, engineering, maths and medicine (STEMM) in higher education. The Charter addresses gender imbalance within these broad disciplines, recognising the importance of the role that all members of the science community play in the progression and advancement toward greater equality. The University holds an Institutional Athena SWAN Silver Award. Consistent with this, the Department aims to be the career destination of choice for ambitious medical scientists of either gender. For more information see <https://www.ndph.ox.ac.uk/news/athena-swan-silver-award-renewed> and <https://edu.admin.ox.ac.uk/athena-swan>.

For more information please visit the [Oxford Population Health website](#).





St John's College

St John's College proposes to offer a Professorial Fellowship in association with the Nuffield Professorship of Population Health. The Professor will be a full member of the College's Governing Body and a Trustee of the College. They will be entitled to apply for reimbursement of research expenses up to a maximum of £5,000 per year. A Special Allowance is also available. Professorial Fellows are members of the Senior Common Room and have full dining privileges. Access to a shared working space may be arranged on request, but a personal room will not be available to the holder of the Chair. Professorial Fellows may be asked to act as college adviser for graduate students in their field and as a mentor to one or more early career fellows. It is hoped that the postholder will play a role in encouraging and developing the research culture within the College, and that they interact with a number of areas and groups in College.

There are 39 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Founded in 1555, St John's College is among the oldest of the thirty-nine colleges of Oxford University. Like all the colleges, it is an independent, self-governing establishment, which functions both as an academic institution and as a social and residential centre for its members. The College currently has approximately 400 undergraduate and approximately 250 graduate students. Most of the subjects on offer at Oxford University can be studied at the College.

The College is committed to maintaining an internationally excellent teaching and research environment. A vibrant international community, it fosters intellectual rigour, creativity, and independence in its students, teachers, and researchers. The College's Research Centre was established in 2001 to provide focus and support for intellectual and academic life, as it already exists and to support new research, particularly of an interdisciplinary nature that might otherwise be unfunded, and to enhance the College's role in promoting first-class innovative research in the University of Oxford and the academic community at large. The present Fellowship of the College includes 37 Tutorial Fellows, 9 Professorial Fellows, 15 Junior Research Fellows and a number of career development fellows. All Fellows and some other staff are members of the Senior Common Room, which provides dining and social benefits. The Governing Body of the College, which has overall responsibility for all aspects of the running of the College, comprises the President (the head of the College) and 54 Fellows. The College's current Fellowship includes a number of medical scientists spanning different aspects of clinical medicine as well as those conducting basic research in physiology, anatomy, neuroscience and other cognate areas.

Further information about St John's College can be found at www.sjc.ox.ac.uk



Oxford University Hospitals NHS Foundation Trust (OUHFT)

The Oxford University Hospitals (OUH) is a world renowned centre of clinical excellence and one of the largest NHS teaching trusts in the UK. We became a Foundation Trust on 1 October 2015 and believe that this will enable us to work more effectively in partnership with our patients and our local community to provide high quality healthcare. The Trust is made up of four hospitals – the John Radcliffe Hospital (which includes the Children's Hospital, West Wing, Eye Hospital, Heart Centre and Women's Centre), the Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford, and the Horton General Hospital in Banbury, north Oxfordshire.

We provide a wide range of clinical services, specialist services (including cardiac, cancer, musculoskeletal and neurological rehabilitation) medical education, training and research. Most services are provided in our hospitals, but over six percent are delivered from 44 other locations across the region, and some in patients' homes.

Our collaboration with the University of Oxford underpins the quality of the care that is provided to patients, from the delivery of high-quality research, bringing innovation from the laboratory bench to the bedside, to the delivery of high-quality education and training of doctors. Existing collaborations include the ambitious research programmes established through the Oxford Biomedical Research Centre (BRC), funded by the National Institute for Health Research (NIHR), located on the John Radcliffe Hospital site and at the Biomedical Research Unit in musculoskeletal disease at the Nuffield Orthopaedic Centre. These set the standard in translating science and research into new and better NHS clinical care. We are also working towards achieving Magnet® Recognition, an organisational credential awarded to exceptional healthcare organisations that meet the ANCC (American Nurses' Credentialing Center) standards for quality patient care, nursing and midwifery excellence and innovations in professional nursing and midwifery practice.

For more information, please visit <https://www.ouh.nhs.uk/>.

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The Position

This post is available as either a clinical or a non-clinical position. If appointed to a clinical post you must be medically qualified and will be a clinician at NHS consultant/honorary consultant level.

The University intends to appoint the Nuffield Professor of Population Health. This Professorship is a key appointment for the Nuffield Department of Population Health as it brings together public health, population health science and epidemiology. To be appointed you will have an outstanding track record of research and vision in population health, and a commitment to leadership of the Department that will help to extend its impact on health globally and training in the discipline.

Population health research is a key strategic discipline for the Oxford Medical Sciences Division and the University. It is pivotal to the University's many contributions to research and capacity building in global health. The Department maintains a wide portfolio of international research, including some of the world's largest prospective studies (>3 million participants in China, UK, Mexico, India and elsewhere), practice-changing large-scale randomized trials (for example, in cardiovascular disease and breast cancer), as well as major programmes of research into cancer, infectious diseases, perinatal health, health economics, health ethics, and health services research.

The Department has its own ISO-accredited epidemiological laboratory, and maintains long-term storage of >5M biosamples under liquid nitrogen. The Department also hosts, in collaboration with the Nuffield Department of Clinical Medicine, the Big Data Institute, which focuses on the analysis of large, complex, heterogeneous data sets for research into the causes and consequences, prevention and treatment of disease. The Department has developed innovative approaches to study design, including leveraging the power of routine healthcare records, that have facilitated distinctive contributions to public health, in particular by providing reliable evidence for improved healthcare and disease prevention both nationally and internationally. The Department's contribution to Global Health will shortly be enhanced by the appointment of a new Director of Global Health. For more information about the division's commitment to Global Health and the appointment of the new Global Health Director please contact Mr Chris Price, Divisional Registrar and Chief Operating Officer.

This post is a statutory professorship, which is the most senior academic grade at Oxford. Statutory professors have a world-leading research reputation and exercise broad academic leadership across their department or faculty and college, and more widely in their subject at national and international level. Please see <https://hr.admin.ox.ac.uk/academic-posts-at-oxford> for a description of the different types of academic posts at Oxford. The post will be based in the Nuffield Department of Population Health, and it is associated with St John's College. You will be a Professorial Fellow and member of the Governing Body of the College.

The Nuffield Department of Population Health and St John's College embrace diversity and inclusion in their recruitment campaigns, and would welcome applications from candidates currently underrepresented in senior roles in the University, particularly women, candidates of colour and disabled candidates. The University of Oxford actively promote and support flexible working across sites. While previous post holders have generally been employed on a full-time basis, we would be open to applications on a part-time or job-share basis, and can offer flexibility in terms of the number of hours worked, the schedule for working them, and the location of work (working from home, compressed hours, flexitime.)

Queries about the post should be addressed to Natalie Derry, nderry@wittkiewer.com, +44 (0)7408 851596 or Julia Anderson, janderson@wittkiewer.com, +44 740 886 5130. All enquiries will be treated in strict confidence; they will not form part of the selection decision.



Duties of the post

You will be a member of both the University and College community. You will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications, and will have access to the excellent research facilities which Oxford offers. You will also have a role to play in the running of the College as a member of the Governing Body and a trustee of the College.

The main duties of the post are as follows:

- **Headship of Department:** Every statutory professor who is employed by the University, unless individually exempted, has an obligation to accept headship of the department in which their post is held, if invited to do so by the Divisional Board. Given the seniority of this appointment, it is expected (though it is not a requirement at appointment) that the post-holder will wish to assume headship of the department, subject to fuller discussion of the responsibilities of headship.
- Providing effective management and leadership, and contributing to Divisional and Central University committees, as required.
- Leading international research activity in the Nuffield Department of Population Health, undertaking original work independently and/or in collaboration with others.
- Obtaining research grants and other funding to enable the Department to carry out a successful programme of research.
- Playing a role in the development of the undergraduate and postgraduate teaching delivered by the Department.
- Serve as a member of Governing Body and a trustee of St John's College.
- Acting as college adviser for graduate students and as a mentor to one or more early career fellows. It is hoped that you will play a role in encouraging and developing the research culture within the College.
- For clinical posts, if relevant, undertaking clinical, administrative and other hospital duties as agreed by the divisional board and the relevant NHS Trust. An honorary contract with the Oxford Trust will be available to the successful candidate. A draft job plan is attached as Annex A.

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The Person

Your application will be judged only against the criteria which are set out below. You should make sure that your application shows very clearly how your skills and experience meet these criteria.

The University is committed to fairness, consistency and transparency in selection decisions. Members of electoral boards (selection committees) will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male board members.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the electoral board will take it into account, recognising that the quantity of your research may be reduced as a result.

You will demonstrate the following:

- Demonstrable track record in conducting first class internationally-recognised research relevant to population health, with evidence of well-cited original publications in high-profile general scientific journals or leading subject-specific journals, ideally with evidence of material impact.
- A strong record of independently obtaining competitive, external grant research funding and evidence of leadership in strategic planning for success in future grant funding opportunities.
- Experience of managing and leading a substantial group conducting research relevant to population health.
- Interest in developing teaching programmes on topics relevant to population health research.
- The ability to contribute effectively to ensuring the long-term development of, and maintaining interest in, population health research in Oxford, and its recognition nationally and internationally.
- Proven ability to develop productive interactions with scientists at national and international level.
- Excellent and effective written and oral communication skills.
- Commitment to promoting awareness and understanding of equality, diversity, and inclusion, and embedding these principles among staff and students.
- In order to be appointed to a clinical post you must be must be a clinician at NHS consultant level, GMC registered and a Member, or Fellow, of the relevant Royal College. The post must be held in conjunction with an honorary (non-stipendiary) consultant contract with the relevant NHS Trust.





The Location

Oxford as a place to live and work

The University has been part of the city for at least 800 years and is both an integral part of its fabric and the beneficiary of its support. While spires and towers, libraries and laboratories, and museums and gardens shape the look and life of the city, they could not exist in isolation from Oxford itself.

The University of Oxford contributes around £5.8 billion to the UK economy, and supports more than 50,000 full time jobs. Globally, the impact is £7.1 billion. The University is also an important regional contributor, adding £2.3bn a year to the Oxfordshire economy and supporting 33,700 jobs in the county.

Events and Festivals

The city hosts a series of events and festivals throughout the year including:

- [Oxford Science Festival](#), a three-week festival in March, which aims to engage and enthuse people about science
- [Oxford Literary Festival](#), a week-long literary festival held in venues across Oxford in late March or early April
- [Artweeks](#), a visual arts festival held during May, when artists and crafts people open their homes and studios to the public
- [Oxford Pride](#), a one week festival in June, which brings together lesbian, gay, bisexual, transgender and transsexual communities

Museums

Oxford's museums, including the Ashmolean, Pitt Rivers, Museum of Natural History and the Museum of the History of Science, contain collections of international importance. Each of the University's museums has its own education service to develop programmes to increase public access to the collections.

Culture

The collegiate University has a long and distinguished reputation in music. Some college choirs, such as the Christ Church, Magdalen and New College choirs, can be traced back centuries. Oxford Philomusica is the University's professional orchestra in residence, while the Oxford University Orchestra is a student orchestra of professional calibre.

The city also has a thriving music scene. Jazz venues include The Spin at the Wheatsheaf (High Street), while the Oxford O2 Academy (Cowley Road) hosts both local and international bands. Oxford Contemporary Music promotes a wide range of new music, from contemporary classical music to experimental rock and world music.

Parks and Gardens

Oxford boasts a large amount of green space, including beautiful riverside walks, the University Parks, the oldest botanic garden in the country, as well as college gardens including around the eighteenth century Radcliffe Observatory at Green Templeton.

Six miles south-east of the city, you can enjoy Harcourt Arboretum, which contains one of the finest collections of mature trees in the country. Entrance is free on presentation of a University Card. Wytham Woods, a 400-hectare expanse of woodland and grassland, lies three miles north-west of Oxford and can be reached via Wolvercote or the northbound A34.



University Benefits, Terms and Conditions

Standard Duties

(i) to engage in teaching, research and administrative work (and in clinical work if suitably qualified to do so) under the direction of the head of division.

(ii) under conditions agreed upon between the Board of the Medical Sciences Division and appropriate agents of the NHS, you will perform such clinical, administrative and other duties in the hospitals or general practices associated with the University, as the divisional board may determine or approve.

It is expected that professors will generally participate in the business and affairs of the relevant department.

Salary

Your salary will be determined after appropriate consultation. There is an annual 'cost-of-living' review. In addition you will be eligible for consideration, in regular reviews, for Professorial Merit Pay.

For a clinical post your salary will be based on your years of seniority, plus any applicable NHS merit awards.

An additional pensionable allowance will be payable in respect of any period during which you are Head of Department. (Any allowance payable for a period of less than three years will not, however, be pensionable.)

Pension

The University offers generous pension provision. You will be offered membership of the Universities Superannuation Scheme, <https://finance.web.ox.ac.uk/uss> or the National Health Service Pension Scheme (membership of NHSPS is only available under certain circumstances). Further details of NHSPS can be found at <https://finance.web.ox.ac.uk/nhsps>.

Sabbatical Leave

You will be eligible for sabbatical leave to allow you to focus on your research. In general, one term of leave is available for each six terms worked. This leave may either be taken as one term of leave after 6 terms of service, or accumulated and taken as one year of leave after 6 years of service.

Outside Commitments

You may apply to spend up to 30 working days in each year on projects outside your employment duties, such as consultancy, spin-out activity and membership of research councils and other bodies. There is no limit to earnings from these activities without deduction from salary. Details of the approval process may be found at <https://hr.admin.ox.ac.uk/holding-outside-appointments>.

Guidance is also available on: ownership of intellectual property <https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002> managing conflicts of interest <https://researchsupport.admin.ox.ac.uk/governance/integrity>.

Membership of Congregation

Oxford's community of scholars governs itself through Congregation which is its "parliament". You will be a voting member of Congregation. See <https://www.ox.ac.uk/about/organisation/governance> and <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation> for further details.



Medical Defence Society

You will be required to belong to a medical defence society if you are involved in private practice (see below), and it is strongly recommended that if you are not involved in private practice, you maintain at least the basic cover provided by such bodies.

Private Practice

You will be permitted to engage in private practice in the hospitals in Oxford on such terms as the Medical Sciences Board may from time to time determine, provided that such private practice:

- (i) shall be undertaken only in your name;
- (ii) shall be subject to the same general arrangements as govern the holding of consultancies and outside appointments by university employees.

Residence

You will be required to reside within the University (i.e. within twenty-five miles of Carfax, the central point of Oxford) during forty weeks in each academic year.

Housing

You may be eligible for assistance with housing: some rental accommodation is available for statutory professors moving to Oxford for their first year, and there is a Joint Equity Scheme which new statutory professors may be entitled to join, to help with the purchase of a home in Oxford.

General information about home rental and purchase is available at welcome.ox.ac.uk/housing.

Relocation

Subject to UK tax regulations and the availability of funding, a relocation allowance may be available.

Family Support

The University offers generous family leave arrangements, such as maternity, adoption, paternity and shared parental leave. Details are available at <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>. You will have considerable flexibility in the day-to-day organisation of your duties. Requests for flexible working patterns will be accommodated as far as possible.

You will be eligible to apply to use the University nurseries (subject to availability of places). For details of the nurseries and how to apply for places, please see <https://childcare.admin.ox.ac.uk/home>.

The University subscribes to Work and Family Space, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, online support and informative webinars in addition to the ability to book emergency childcare through their online service Bubble. For more details, please see <https://hr.admin.ox.ac.uk/my-family-care>.

The Oxford University Newcomers' Club is run by volunteers, whose aim is to help the newly-arrived partners of visiting scholars, of graduate students and of newly appointed academic and administrative members of the University to settle in and to give them opportunities to meet people in Oxford. Further information is available at <https://www.newcomers.ox.ac.uk/>.



Welcome for International Staff

One of Oxford's great strengths is its truly international body of research and teaching staff from over 140 countries, and we welcome applications from academics across the world. We can help international staff and partners/families make the transition to Oxford. Information about relocation, living and working in the UK and Oxford is available at welcome.ox.ac.uk.

If you require a Global Talent visa, we have a dedicated Staff Immigration Team to support successful applicants through the process from job offer through to arrival in the UK, subject to the eligibility criteria being met. Further information is available at www.gov.uk/global-talent.

Promoting Diversity

The University is committed to recruiting and retaining the best people, whoever they are, to ensure equality of opportunity. The Vice Chancellor's Diversity Fund provides resources for innovative projects to promote diversity.

The Equality and Diversity Unit promotes good practice across the University by developing policies and offering training, and runs a range of support networks for staff. It works closely with Colleges, the Oxford University Student Union and external campaign groups. Please see <https://edu.admin.ox.ac.uk/home> for details.

Other benefits and discounts for University employees

The University has a range of facilities and benefits for its staff, including discounted health insurance, sustainable travel schemes, and discounts in local shops and restaurants. Details are available at:

<https://hr.admin.ox.ac.uk/staff-benefits>

<https://hr.admin.ox.ac.uk/discounts>

Pre-employment Screening

Your appointment would be subject to the University's standard pre-employment screening, as applicable to the post. If you are offered the post, you will be asked to provide proof of your right-to-work, your identity, and we will contact the referees you have nominated. You will also be asked to complete a health declaration (so that you can tell us about any health conditions or disabilities so that we can discuss appropriate adjustments with you), and a declaration of any unspent criminal convictions. We advise you to read the notes for applicants at <https://jobs.ox.ac.uk/pre-employment-checks>.

NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. You would therefore be required to produce such documentary evidence.

Length of Appointment

The University operates an employer justified retirement age for academic posts. With effect from 1 October 2023 the retirement date will be 30 September immediately preceding the 70th birthday. The justification for this may be found at <https://hr.admin.ox.ac.uk/the-ejra>

For existing employees, any employment beyond the retirement age is subject to approval through the EJRA procedures. Further details can be found at <https://hr.admin.ox.ac.uk/the-ejra>



Equality of Opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>. The University's Policy on Data Protection is available at: <https://compliance.admin.ox.ac.uk/data-protection-policy>.

College Benefits

The post is associated with a range of benefits including a Teaching and Research allowance of £5,000 per annum and full membership of the Senior Common Room with dining privileges. The postholder will also be eligible to apply for research support from the College's Research Committee and may be entitled to other allowances.

The College has a purpose-built college nursery that provides places for up to 26 babies and young children of College and University staff and students. Located beside the College sports ground off Bainton Road in North Oxford, the nursery incorporates a range of state-of-the-art facilities while being homely, warm and welcoming for babies and young children up to the age of 5 years. Further information is available via the nursery's website at: <http://www.baintonroadnursery.co.uk/>



How to Apply

Applications must include:

- Your full contact details including email and full postal addresses, and a telephone number
- A covering letter or statement explaining how you meet the criteria set out above
- A full CV and publications list
- An indication of where you first heard about this post
- The name, institution and contact details (e-mail address and telephone number) of precisely three referees

You should contact all three of your referees before applying in order to ensure they are aware of your application and of the requirements for the post, and to ensure that they would be content to write a reference for you for this post, if they were asked to do so. Please also ensure that your referees have a copy of your CV as it is not our policy to attach this with reference requests.

Please note that references may be taken up before shortlisting, and the University will assume that it is free to approach your referees at any stage unless your application specifies otherwise. If, therefore, you would prefer a referee or referees to be approached only with your specific permission, or if you would prefer them to be approached only if you are being called for interview, then you must state this in your application, alongside the details of the relevant referee(s).

If you are shortlisted but only Oxford references are available for you, you will be asked at a later stage to provide the name of an additional referee outside Oxford.

To enquire about a confidential conversation or send a completed applications, please contact Natalie Derry at nderry@wittkiewfer.com
Tel: +44 (0) 7408 851596 or Julia Anderson at janderson@wittkiewfer.com Tel: +44 740 886 5130

Applications close at 12 noon on Tuesday 31 October 2023.

The full membership of the board of electors will be published in the University Gazette (www.ox.ac.uk/gazette/) when it is finalised. All applications will be acknowledged after receipt and will be considered by the board of electors as soon as possible after the closing date. The board is free to search for other candidates at this or any subsequent stage in its proceedings. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electors as part of the interview. The board's decision will be communicated as soon as possible after the interview but in some cases there may be a delay while deliberations are ongoing.



ANNEX A

Draft Job Plan

This form should be read and completed in conjunction with the following documents:

- i. Job Planning Policy for Medical Staff no.53
- ii. Guide to Job Planning.

Personal Details

All Doctors:

Name:	Nuffield Professor of Population Health	
Specialty:	TBC	
Clinical Directorate:	TBC	
Nature of Contract:	<i>University of Oxford employment Honorary Consultant Contract with NHS</i>	
Number of programmed activities at ORH:	Contracted (10 or less):	Additional:
	5	

Joint appointees/Clinical Academics only to complete the box below:

Name of 2nd Trust or University:	University of Oxford	
Number of programmed activities at 2nd Trust/University:	Contracted: (sum of PA's at both organisations should be 10 or less)	Additional
	5	

Date of Job Plan Review	



Job Content

Day	Time	Location	Work	DCC/ SPA	No. of PAs	Workload
Additional agreed activity to be worked flexibly	Flexible (including weekends depending on needs of the activity)	Flexible (including at other sites in UK and abroad, and at home)	Clinical studies of patient treatment and disease prevention. Training, continuing professional development	Clinical Research Activities	4	Clinical supervision. Attending academic meetings, teaching, appraisal and management
Additional agreed activity to be worked flexibly	Flexible (including weekends depending on needs of the activity)	Flexible (including at other sites in UK and abroad, and at home)	Expert reviews and advisory committees	External duties	1	Review of grants & papers, study steering committees, data monitoring committees, grant committees
Additional agreed activity to be worked flexibly	Flexible (including weekends depending on needs of the activity)	Flexible (including at other sites in UK and abroad, and at home)	Research: Conducting & facilitating large-scale trials and observational studies	Academic	5	Writing grant applications and papers, collecting and analysing data, preparing for and presenting at meetings/ conferences, administration and management of research team (including management committees), organization of large-scale national and multi-national research collaborations, training and supervision of post-graduates and research staff, national and international travel and other academic activities
Predictable emergency on-call work				DCC	0	
Unpredictable emergency on-call work	Variable	On-site, at home on the telephone and travelling to and from site		DCC	0	
TOTAL PAs					10	



Programmed activity	Number
Academic Activities	5
Clinical research activities	4
Other NHS responsibilities	0
External duties	1
TOTAL PROGRAMMED ACTIVITIES	10

Notes

- (a) There are four time blocks set out for each day. Not all blocks need to be filled in. It is feasible that consultants will have 1,2, or 3 PAs on any one day.
- (b) Under 'additional agreed activity' the consultant might agree, for example, with the employer that they will undertake a certain proportion of regular patient administration equating to x PAs, at an unspecified time during the week.
- (c) Predictable on-call work: where this work follows a regular pattern each week, consultants should identify within the weekly schedule when and where this takes place. Where such work does not follow a regular pattern, for example due to the variability of the on-call rota, consultants should assess an average level of activity per week and identify it in the predictable activity box at the bottom of the form.
- (d) The timing of unpredictable emergency work cannot be completed, therefore only the categorisation and number of PAs should be completed.
- (e) In the 'work' column, a description of the duty should be completed, e.g. outpatient clinic, ward round, operating list.
- (f) The 'categorisation' column should define whether the work is direct clinical care or supporting professional activity.
- (g) The number of PAs should specify the number of PAs allocated to the duty. This can be a full PA or broken down into smaller units. If the work is in premium time after 1 April 2004, 3 hours of work is one programmed activity.
- (h) The expected average workload for all clinical activities should be clearly stated.
- (i) *Regular* private practice commitments should be identified in terms of timing, location and type of work.
- (j) In addition to regular duties and commitments, the consultant might have certain ad-hoc responsibilities. These must be agreed in writing with the clinical director. They would fall into the 'additional NHS responsibilities' category of work, for example member of an Advisory Appointments Committee or work for a Royal College.