

Job description and selection criteria

Job title	Oxford Trauma and Emergency Care Administrator
Division	Medical Sciences Division
Department	Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences
Location	Oxford Trauma, Kadoorie Centre, John Radcliffe Hospital, Oxford, OX3 9DU
Grade and salary	Grade 5: £28,759 - £33,966 with a discretionary range to £37,099 per annum
Hours	Full time (1FTE) (part time considered, 60% minimum)
Contract type	Fixed term for two years
Reporting to	Executive Assistant to Professor of Orthopaedic Trauma Surgery
Vacancy reference	168756

The role

Overview

This position offers the opportunity to be involved at the centre of the Oxford Trauma and Emergency Care research group. This post will play a key role in providing administrative and communications support to the group. The post-holder will work closely with the Executive Assistant and Administrative Assistant, as well as academic and project management staff.

Main duties

The post-holder will provide professional and proactive administrative support to the Executive Assistant and academic staff in the team, to ensure that the research and administrative work within the team is carried out in a timely and efficient manner. This will include dealing with a wide range of matters including, but not limited to; providing support for meetings and events, implementing the team's existing communications strategy (including updating social media and websites), line management and building relationships with academic and administrative colleagues (internal and external).

Responsibilities

- Carry out day-to-day administrative coordination of office duties with minimum supervision
- Provide administrative support for meetings, including the preparation and distribution of agendas and taking, transcription and distribution of minutes. Follow up action points arising from meetings
- Maintain and improve office files/records in accordance with the Data Protection Act including, but not limited to, updating academic staff CVs and records of their presentations, publications and activities
- Supervise and support an Administrative Assistant in the organisation of both national and international meetings and events, ensuring that all supporting arrangements are in place, using initiative to make considered judgments
- Alongside an Administrative Assistant, provide first point of contact duties including email, telephone calls and welcoming visitors, progressing matters where appropriate, in particular identifying priority items of business for immediate attention
- Arrange both national and international travel, using attention to detail when booking rail, taxi and flights.
- Provide line management duties and support to junior staff, allocate ad hoc tasks to administrative staff and organise temporary cover for the administration office as required
- Be responsible for organising and planning own workload to meet the senior management team's priorities, re-adjusting plans to respond as situations change or arise
- Undertake other tasks commensurate with the grade, as directed by the Executive Assistant or other senior colleagues.

Essential Selection criteria

- Educated to A Level or equivalent with GCSE in English and Maths(A*-C/9-5), or equivalent administrative qualifications/experience
- Good organisational skills with the ability to prioritise and manage own workload and to work flexibly, according to changing workload and team requirements
- Accurate and numerate with strong attention to detail
- Strong verbal and written communication skills, including an ability to effectively deal with telephone and email enquiries and proficiency in spoken/written English.
- Ability to demonstrate excellent IT literacy, including a strong working knowledge of MS Office applications including Word, Excel, Powerpoint and Outlook
- Ability to work both as part of a team and independently, using own initiative in solving problems, yet understanding when to escalate an issue to the appropriate person.
- Demonstrable ability to follow departmental guidance in handling sensitive and personal information, including complying with current data protection legislation.
- Demonstrable experience of working in Communications, such as website updates, promotions using social media.

Desirable selection criteria

- Experience of working in an academic or research environment
- Experience of using a procurement system
- Experience of using reference software (such as Mendeley, Endnote etc)

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) 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 for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: <https://www.jobs.ox.ac.uk/pre-employment-checks>

Oxford Trauma and Emergency Care

The role will be based in The Kadoorie Centre which is a purpose-built research and education facility at the John Radcliffe Hospital. Oxford Trauma and Emergency Care is one of the largest research groups in this field in the world, delivering a full spectrum of clinical effectiveness studies including randomised trials, observational studies and big data projects. The group has close links to basic and translational scientists at the Kennedy Centre and Botnar Research Institute. The Kadoorie Centre provides facilities for approximately 60 research staff, with a clinical skills centre and lecture theatre.

Oxford Trauma and Emergency Care is a sub-theme within NDORMS and the Oxford BRC. It is one of the largest musculoskeletal trauma research groups in the world, delivering a full spectrum of clinical effectiveness studies including randomised trials, observational studies and big data projects. The group has close links to basic and translational scientists at the Kennedy Centre and Botnar Research Institute. The Oxford Trauma and Emergency Care Group is based in the Kadoorie Centre on the John Radcliffe site, providing a unique setting in which researchers interact with practising clinicians and have access to patients with the full range of traumatic injuries. The Kadoorie Centre provides facilities for approximately 60 research staff, with a clinical skills centre and lecture theatre. Clinical academic leadership is provided by Professor Matt Costa (Professor of Orthopaedic Trauma), Professor Dan Perry (Associate Professor of Paediatric Orthopaedic Trauma), Professor Steve Gwilym (Associate Professor of Orthopaedic Trauma) and Professor Simon Graham (Associate Professor of Orthopaedic Trauma Surgery). The team is supported by a full team of academic-related staff under Oxford Trauma and Emergency Care's Research Manager, Dr Juul Achten.

For more information please visit: <https://www.ndorms.ox.ac.uk/Oxford-Trauma-and-Emergency-Care>

About the University of Oxford

Welcome to the University of Oxford. We 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.

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

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. Income from external research contracts in 2016/17 exceeded £564m and we rank first in the UK for university spin-outs, with more than 130 companies created to date. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

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

Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for

biomedical and clinical research and teaching. We are 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: www.medsci.ox.ac.uk

Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences

The Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences (NDORMS) is part of the Medical Sciences Division and is the largest European academic department in its field, running a globally competitive programme of research and teaching.

Our mission is to discover the causes of musculoskeletal and inflammatory conditions to deliver excellent and innovative care that improves people's quality of life. Our highly skilled teams have expertise in a broad range of areas, including orthopaedic surgery, inflammation, immunology, rheumatology, medical statistics, epidemiology, and clinical trials.

We currently have 460 staff, 100 students and have a grants portfolio worth over £148 million, and an annual turnover in excess of £38 million.

The **Botnar Research Centre** enables and encourages research and education into the causes of musculoskeletal disease and their treatment.



The Centre provides world-class facilities for scientists in the field of musculoskeletal research. It takes a multidisciplinary approach, encompassing orthopaedic, rehabilitation and rheumatology clinical scientists, bone oncologists, laboratory scientists, epidemiologists, engineers and statisticians. The Botnar also hosts the Oxford Clinical Trials Research Unit (OCTRU) and the Centre of Statistics in Medicine (CSM), providing excellent statistical support to all aspects of clinical research.

The Botnar opened in 2002, with a large annex completed in 2013. The Botnar is now home to around 300 staff and postgraduate students enjoying the international and friendly atmosphere of this workplace and benefits from the vast knowledge of leading experts in the field of musculoskeletal research.

To accommodate its rapid growth, the Centre will open another wing in 2021. This will provide research space for the new Professor of Biomaterials. The new space will include 1000m² of office and 1000m² of laboratory space. The laboratory space includes a GMP clean room facility suitable for the manufacturing of biomaterials for human implantation.

Sharing the site of the Nuffield Orthopaedic Centre, the largest specialist academic musculoskeletal hospital in the UK, puts the Botnar in a unique position to foster the collaboration between basic scientists and clinicians, which is essential to success in medical research.

The **Kadoorie Centre for Critical Care**, which houses Oxford Trauma and Emergency Care, is part of the **Botnar** and is based at the **John Radcliffe Hospital**.

The **Kennedy Institute of Rheumatology** is world famous for its discovery of anti-TNF therapy for the treatment of chronic inflammatory diseases like rheumatoid arthritis, which has established the current standard of care and heralded the wider use of biologic drugs to treat chronic disease. The Institute carries out fundamental research in the areas of immunity and microbiome, inflammation biology and tissue remodelling and regeneration, with the long-term objective of 'translating' this research into clinical application. The major diseases of interest are rheumatoid arthritis, osteoarthritis, inflammatory bowel disease and cancer. The Institute provides space to house close to 200 researchers and support staff.



For more information please visit: <http://www.kennedy.ox.ac.uk>

Athena Swan



The [Athena SWAN Awards](#) specifically recognise success in developing employment practices to further and support the careers of women in science, technology, engineering, maths and medicine (STEMM) departments in academia. In May 2015 the charter was expanded to recognise work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles. Within NDORMS, we feel that we have an established culture of equality but are using the process to spur on-going improvement that benefits everyone involved in the Department. Our on-going progress was rewarded in May 2014 with an Athena Swan Bronze Award and in October 2015 with a Silver Award. Our development in this area has resulted in a number of commitments to our staff, central to which are:



- establishing an open, supportive and family-friendly research environment
- supporting career progression through teaching programmes, personal development reviews and mentoring
- proactive communication of support policies such as flexible working, provision of leave, promotion and career support schemes

NDORMS aims to actively promote the implementation of the University's **family-friendly policies** to help foster a family friendly working environment, including provision of family leave (such as policies for maternity, paternity, parental, carers and adoption leave), flexible/part-time working and scheduling inclusive meetings.

The University's **childcare services** support staff with a Childcare Voucher Scheme to help staff save tax and national insurance on childcare costs, offer information on nursery providers and a nursery fee Salary Sacrifice Scheme, work in partnership with playscheme providers to help support families during school holidays and signpost staff to parenting, local authority and other

organisations that help support families and parents.

The Department is also committed to ensuring that staff undertaking **part-time or flexible working** receive the same access to benefits and entitlements as full-time staff, including the same opportunities for training and promotion, a pro-rata entitlement to leave including bank holidays and careful consideration of requests to work part-time (particularly for those by staff returning from maternity leave).

For more information please visit: <https://hr.web.ox.ac.uk/staff-benefits>

We are also actively working to uphold the University's aim of providing an **inclusive environment and equal career opportunities** by promoting equality, valuing diversity and maintaining a working, learning and social environment in which the rights and dignity of all staff are respected. Separate University policies are also in place to ensure **race, disability and gender equality**.

For more information, please visit: <https://edu.admin.ox.ac.uk/about-us>

How to apply

Before submitting an application, you may find it helpful to read the 'Tips on applying for a job at the University of Oxford' document, at www.ox.ac.uk/about/jobs/supportandtechnical/.

If you would like to apply, click on the **Apply Now** button on the 'Job Details' page and follow the on-screen instructions to register as a new user or log-in if you have applied previously. Please provide details of two referees and indicate whether we can contact them now.

You will also be asked to upload a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants).

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** on the closing date stated in the online advertisement.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

Should you experience any difficulties using the online application system, please email recruitment.support@admin.ox.ac.uk. Further help and support is available from [www.ox.ac.uk/about the university/jobs/support/](http://www.ox.ac.uk/about_the_university/jobs/support/). To return to the online application at any stage, please go to: www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our e-recruitment system to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

Important information for candidates

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: www.admin.ox.ac.uk/councilsec/compliance/gdpr/privacynotices/job/. The University's Policy on Data Protection is available at: www.admin.ox.ac.uk/councilsec/compliance/gdpr/universitypolicyondataprotection/.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for all academic posts and some academic-related posts. The University has adopted an EJRA of 30 September before the 69th birthday for all academic and academic-related staff in posts at **grade 8 and above**. The justification for this is explained at: www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/.

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures: www.admin.ox.ac.uk/personnel/end/retirement/acrelretire8+/.

There is no normal or fixed age at which staff in posts at **grades 1–7** have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

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.

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, travel discounts, and a variety of professional development opportunities. Our range of other employee benefits and discounts also includes free entry to the Botanic Gardens and University colleges, and discounts at University museums. See www.admin.ox.ac.uk/personnel/staffinfo/benefits.

University Club and sports facilities

Membership of the University Club is free for all University staff. The University Club offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and www.sport.ox.ac.uk/oxford-university-sports-facilities.

Information for staff new to Oxford

If you are relocating to Oxfordshire from overseas or elsewhere in the UK, the University's Welcome Service website includes practical information about settling in the area, including advice on relocation, accommodation, and local schools. See www.welcome.ox.ac.uk. There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependents. See www.admin.ox.ac.uk/personnel/permits/reimburse&loanscheme/.

Family-friendly benefits

With one of the most generous family leave schemes in the Higher Education sector, and a range of flexible working options, Oxford aims to be a family-friendly employer. We also subscribe to My Family Care, a service that provides practical advice and support for employees who have caring responsibilities. The service offers a free telephone advice line, and the ability to book emergency back-up care for children, adult dependents and elderly relatives. See www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/mfc/.

Childcare

The University has excellent childcare services, including five University nurseries as well as University-supported places at many other private nurseries. For full details, including how to apply and the costs, see www.admin.ox.ac.uk/childcare/.

Disabled staff

We are committed to supporting members of staff with disabilities or long-term health conditions. For further details, including information about how to make contact, in confidence, with the University's Staff Disability Advisor, see www.admin.ox.ac.uk/eop/disab/staff.

Staff networks

The University has a number of staff networks including the Oxford Research Staff Society, BME staff network, LGBT+ staff network and a disabled staff network. You can find more information at www.admin.ox.ac.uk/eop/inpractice/networks/.

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is an organisation run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.