

Summary

Job title	Senior Clinical Researcher: Treatment Resistant Depression Clinic
Division	Medical Sciences
Department	Psychiatry
Location	Warneford Hospital
Grade and salary	Grade E82: £93,666- £126,281
Hours	Full time (100% FTE)
Contract type	Fixed term (until 31 January 2028)
Reporting to	Professor Michael Browning
Vacancy reference	172832
Additional information	

The role

The post-holder will be a consultant psychiatrist with experience of, or interest in, working in clinical trials in depression. The post holder will take a leadership role in the development and operation of a research focussed clinic for patients with treatment resistant depression. In this role they will be actively involved in the setup and running of clinical trials (both industry and researcher led) in depressed patients in Oxford as part of a nationwide network of research clinics (see Mental Health Mission section below). In addition, the post-holder will contribute more broadly to research across the Medical Sciences Division. The post would be well suited to candidates who are looking to apply for future funding and to establish clinical academic careers.

The Oxford TRD Clinic: The post will be based in the Oxford Treatment Resistant Depression Research Clinic. The clinic is located in the Warneford Hospital in Oxford and is led by Prof Michael Browning. It is part of the Oxford Health NHS Trust. It is supported by the Depression Therapeutics theme of the NIHR Oxford Health Biomedical Research Centre. Recent additional investment from the NIHR/OLS Mental Health Mission has enabled significant expansion of the clinic, including the current post.

The purpose of the clinic is to recruit and assess patients with difficult to treat depression who might be eligible for enrolment into research studies. The clinic also manages the treatment of patients who are recruited to studies and supports study activity. Studies supported by the clinic include industry sponsored and academic led trials of both interventions (including



clinical trials of investigational medicinal products; CTIMPS) and observational studies. The clinic recruits patients primarily from primary care and self-referral, although some referrals also come from secondary care.

The post involves direct clinical contact with patients in the research clinic and the supervision of junior clinical colleagues. The post will also involve liaison with other stakeholders in the research process (academic colleagues, funders, regulators, industrial partners).

The Mental Health Mission: The Mental Health Mission is an Office for Life Science and NIHR supported award to develop clinical research capabilities in the UK. It includes the Mood Disorder Network of the Mental Health Mission, which consists of clinical academic sites (Oxford, Newcastle, Birmingham, Liverpool, Nottingham, IOPPN in London, Southampton, Exeter; with additional sites to open) that are actively involved in clinical research in mood disorders. These sites have received additional funding to support the development of research clinics with the goal of increasing recruitment to and delivery of industry and academic led studies in mood disorders. Sites have also been funded to collect a research and recontact cohort of patients seen in the clinics, that includes detailed phenotyping. In addition to local clinic based activity the network supports training and development of clinical academics and quality control across all sites.

The post-holder will contribute to the Department's undergraduate and postgraduate teaching programmes and to postgraduate clinical training, and collaborate with other researchers and colleagues in the University.

Office accommodation and full University IT support will be provided in the Department of Psychiatry.

Responsibilities

Academic

- To work closely, and in some cases take a leadership role, in the development of the research clinic including the recruitment of patients, liaison with other services and research stakeholders.
- To undertake the assessment and management of patients seen in the research clinic and to supervise the activities of junior clinical colleagues.
- To participate in the Mental Health Mission network level training and quality assurance processes.
- To work closely with the NIHR BRC at Oxford Health NHS Foundation Depression Therapeutics theme, including liaison with other theme clinics (Interventional Psychiatry Clinic in Oxford and Mood Disorder Clinic in Birmingham).
- To supervise junior research staff and students
- Appointees will be encouraged to develop their own research plans and assisted to apply for funding.

Clinical

- You will be a practising clinician at NHS consultant level. An honorary contract with the Oxford Health NHS Foundation Trust will be required for the successful candidate.
- Provide senior medical input and clinical leadership. You will have responsibility for those patients seen by yourself, together with those patients seen by medical staff directly supervised by you.
- Work alongside the other team members in the service to ensure the effective functioning and development of the service.
- Provide direct clinical supervision to any trainees and speciality doctors and any senior trainee placed with the team. This will include 1 hour per week clinical supervision for trainees and a pro rata equivalent level of supervision to speciality doctors in conjunction with other consultants.
- Provide timely written correspondence to relevant professionals documenting assessments, on-going management, progress, and eventual discharge using Trust IT and clinical records system – training will be provided where needed.
- Provide active commitment to delivering the Trust's clinical governance agenda.
- Contribute to developing and delivering improved clinical services as outlined in the National Service Framework for Mental Health.

- There will be an expectation to contribute to the collection of data as required by the Trust and other relevant agencies. This includes the timely recording of clinical activity data, and participation in clinical audit with appropriate administrative support.
- There is an expectation to participate in, and attend the local training programme for junior doctors, assuming work pressures allow this.
- It is expected that you maintain your own programme of training and CPD accreditation with the support of your Lead consultant/Clinical Director.

Selection criteria

Essential selection criteria

- Medically qualified, GMC registered and a Member, or Fellow, of the relevant Royal College
- Higher specialist training in general adult psychiatry in approved training post for a minimum of three years, equivalent training in another country, or previous consultant experience relevant to this post
- CCT in Psychiatry; OR Inclusion on the GMC Specialist Register in psychiatry; OR within six months of achieving CCT at the time of interview; OR CESR
- Proven record in high quality research as evidenced by publications or related research outputs
- Proven experience in relevant research including patient facing interventional or observational studies
- Ability to work collaboratively in a multi-disciplinary team environment

Desirable selection criteria

- Experience of interventional and/or observational studies in depressed patients
- Higher research degree: PhD or MD
- Experience of clinical trials of investigational medicinal products (CTIMPS)
- Experience of working with relevant regulatory agencies (MHRA, HTA)
- Experience of working on industry sponsored trials
- Excellent reputation in teaching and academic supervision

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>

Hazard-specific / Safety-critical duties

This job includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service, and the offer of employment will be subject a successful outcome of this assessment.

The hazards or safety-critical duties involved are as follows:

- Work in clinical areas with direct contact with patients (NOT administrative roles)

Additional security pre-employment checks

This job includes duties that will require additional security pre-employment checks:

- A satisfactory enhanced Disclosure and Barring Service check due to regulated activity involving 'at risk' adults

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 and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. 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.

Department of Psychiatry

The Department of Psychiatry based on the Warneford Hospital site in Oxford has an international reputation for excellence. The Head of Department is Professor Belinda Lennox. The Department has a substantial research programme, with major funding from Medical Research Council (MRC), Wellcome Trust and National Institute for Health Research (NIHR) and provides highly rated medical training in psychiatry. There are approximately 220 staff including 33 principal investigators leading research groups investigating applying a wide range of approaches from translational neuroscience, experimental medicine, epidemiology, clinical trials and health services research to developmental disorders, mood disorders, cognitive disorders and self-harm and suicide. There are strong links with other departments and institutes both within and outside Oxford: these links ensure that we can apply the best scientific methods to psychiatric and cognitive disorders. The Department has an annual turnover approaching £10 million with more than 130 research grants.

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

The Department of Psychiatry holds a silver Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.

Medical Sciences Division

For more information please visit: <https://www.medsci.ox.ac.uk/>

Oxford Health NHS Foundation Trust

Oxford Health was rated as Good at the last CQC inspection. Oxford Health provides a comprehensive range of mental health services to the populations of Oxfordshire and Buckinghamshire, and a number of Child & Adolescent and specialised services (e.g. Forensic, Eating Disorders) to adjacent counties and beyond. It also provides community services to the people of Oxfordshire. Section 75 agreements are in place with both County Councils, so that social workers are managed within the Trust's multidisciplinary mental health teams. The Trust was created in April 2011 by the Merger of Community Health Oxfordshire CHO and the Oxfordshire and Buckinghamshire Mental Health NHS Foundation Trust.

The Trust's services are now organised and managed on the basis of three directorates: Adult Services, Children's and Young People, Older People Services.

Medical staff have contributed significantly to service developments, service redesign and efficiency programmes within the Trust, and to the related development of primary care mental health services. An active programme of organisational and service development is well under way. This supports coherent care pathways through primary care, secondary care and,

when necessary, specialist clinical services and services provided by other agencies. Consultant psychiatrists are encouraged to contribute to this developmental work.

All consultant psychiatrists, senior clinicians of other professions, and clinical managers will be expected to participate in integrated multidisciplinary leadership development programmes which support multidisciplinary team and inter-agency partnership working, and which are consistent with the “New Ways of Working” initiative (Royal College of Psychiatrists and National Institute for Mental Health [England]).

Oxford Health NHS Foundation Trust is a core partner of the Oxford Academic Health Sciences Centre. Research activity is a top priority for the Trust alongside high quality service provision and education and training. The Trust is one of the most research active communities and mental health Trusts in the UK. Jointly with the Oxford University Hospitals NHS Trust, Oxford Health hosts a NIHR-funded Clinical Research Facility and an NIHR Collaboration for Leadership in Applied Health Research and Care.

Management Arrangements

The Trust headquarters is at The Littlemore Hospital, Littlemore, Oxford. The Trust’s Chief Executive is Dr Nick Broughton, and Dr Karl Marlowe is Medical Director.

The Trust’s Clinical Directors and senior general managers have participated in an Integrated Leadership Development Programme which is designed to support the key competences required for effective leadership of clinical services.

Mental Health Services in Buckinghamshire and Oxfordshire

The total populations served by the Trust are 480,000 in Buckinghamshire and 630,000 in Oxfordshire. Both counties are regarded as prosperous with relatively low socio-economic deprivation and associated morbidity indices. However, this general picture disguises significant pockets of deprivation and associated psychiatric morbidity in the urban centres of Aylesbury and Wycombe in Buckinghamshire, and of Banbury, Bicester, Didcot and Oxford in Oxfordshire. In each of these urban centres are populations characterised by relative socio-economic deprivation and higher psychiatric morbidity. These include ethnic minority communities and significant numbers of refugees in some settings.

Inpatient psychiatric facilities for Oxfordshire are provided in Oxford City at the Warneford Hospital (three acute adult wards, regional adolescent unit, and specialist adult eating disorders inpatient unit) and the Churchill general hospital (two wards for older people) in Headington, and at the Littlemore Mental Health Centre (adult acute ward, psychiatric intensive care unit, medium and low secure forensic mental health units) on the southern edge of Oxford City. A further older adult inpatient unit is based in Banbury. Community mental health teams for children and young people, adults, and older people operate from Oxford City and a number of the market towns in Oxfordshire. Oxfordshire Adult and Older adult services are undergoing a major transformation to ensure high quality care is delivered within current financial constraints.

Inpatient psychiatric facilities in Buckinghamshire are provided currently in Aylesbury at the new purpose built Whiteleaf Centre (two acute adult wards, a rehabilitation ward, and an older adult ward. In addition there is a low secure forensic unit in Aylesbury, and a forensic unit at the general hospital site in Milton Keynes (Community teams operate from sites in Aylesbury, Amersham and Wycombe).

The Trust provides community Child and Adolescent Mental Health Services (CAMHS) in Swindon, Wiltshire and NE Somerset, and there is an inpatient adolescent unit in Swindon.

Education and Training

Oxford Health is a teaching Trust with close links to Oxford University, Oxford Brookes University and Luton University.

Oxford University accredits a prestigious Doctoral programme in Clinical Psychology. Oxford Brookes University and Luton University host well-established courses in mental health nursing, social work, occupational therapy, and psychotherapy.

Oxford Health, in conjunction with the universities, promotes a wide range of research activities. In addition to the academic and training opportunities afforded by links with the universities, staff of the Oxford University Department of Psychiatry offer specialised assessments and services particularly in the fields of psychopharmacology, schizophrenia and bipolar affective disorder, eating disorders and psychological treatments.

Wellbeing

Oxford Health has a Health and Wellbeing promise which is: As an organisation we want to embed and enable a culture of support where staff feel valued, can perform to the best of their abilities, and view OHFT as an enjoyable and fulfilling place to work. We want to build health and wellbeing into everyday of our working lives, acknowledging our values of caring, safe and excellent to help all staff achieve a sustainable balance between work, life and family. It is of great importance that we have a happy and healthy workforce, not only because staff are our most valued asset but because there is also a need to bring existing and supportive elements together and develop these further into an integrated and coherent strategy which improves wellbeing. This is important, not only as the right thing to do (required by the NHS Constitution) but also because it can contribute to our productivity and service delivery to our patients. Details of a range of local initiatives/resources can be found here: <https://careers.oxfordhealth.nhs.uk/staff-benefits/>

Support following serious incidents: The Trust has a policy for reporting and learning from Serious Incidents. Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and a dedicated senior clinician will provide support and advice as needed after the incident. Details of the senior clinician able to offer this support will be provided via the Medical Directorate at the time of initial induction.

How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

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

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and 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)

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

All applications must be received by **midday** UK time 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).

If you need help

Help and support is available from: <https://hrsystems.admin.ox.ac.uk/recruitment-support>

If you require any further assistance please email recruitment.support@admin.ox.ac.uk.

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: <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>.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82**, which with effect from 1 October 2023 will be 30 September before the 70th birthday. The justification for this is explained at: <https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades 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 <https://hr.admin.ox.ac.uk/staff-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 <https://www.sport.ox.ac.uk/>.

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 <https://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 <https://staffimmigration.admin.ox.ac.uk/visa-loan-scheme>

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 <https://hr.admin.ox.ac.uk/my-family-care>

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 <https://childcare.admin.ox.ac.uk/>

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 <https://edu.admin.ox.ac.uk/disability-support>

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 <https://edu.admin.ox.ac.uk/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.