

Job description and selection criteria

Job title	Research Physiotherapist
Division	Medical Sciences
Department	Paediatrics
Location	Department of Paediatrics, Specialised Translational Research Oxford Neuromuscular Group (STRONG), John Radcliffe Hospital, Oxford
Grade and salary	Grade 6: £32,332 - £38,205 per annum (with a discretionary range to £41,732 per annum) <i>Please note that this is a full-time equivalent salary, part time appointments will be pro-rata.</i>
Hours	Part time (22.5 hours / 60% FTE)
Contract type	Fixed-term (12 months leave cover until 30 September 2024)
Reporting to	Charlotte Lilien, Senior Research Physiotherapist
Vacancy reference	173927
Additional information	<i>Applications are to be made online, please see the advert for the closing date.</i>

The role

The post holder will provide support to clinical research studies initiated by the MDUK Oxford Neuromuscular Centre or in which the Centre is an active partner. The role, supervised by the Senior Research Physiotherapist, Charlotte Lilien, will require liaison between members of the Oxford University Hospitals (OUH), the Department of Paediatrics, the Nuffield Department of Clinical Neuroscience (NDCN) and the MDUK Oxford Neuromuscular Centre (ONMC).

The post holder will actively support the development of clinical trials in Prof. Laurent Servais' research group, STRONG, and will be responsible for the assessment of patients participating in national and international clinical trials, natural history studies, and assessment within standard of care. These include both children and young adults with a variety of neuromuscular conditions, including DMD, SMA, and LGMDs as well as other neurological conditions. They will take part in assessment of material selection, maintenance and updating. As a research physiotherapist, they will be primarily based at the John Radcliffe Hospital.

This post is to cover the absence of the substantive postholder, who is taking a period of reduced hours. The post is available until 30 September 2025 or the return of the substantive postholder, or the resignation of the substantive postholder and employment of a new postholder, whichever is the earliest

Responsibilities

- To carry out assessment of neuromuscular patients as an autonomous practitioner, including those with diverse or complex presentations / multiple pathologies; using clinical reasoning skills, and knowledge of evidence-based practice.
- To interpret and analyse clinical and non-clinical facts to assess potential neuromuscular disorders including those with a complex presentation, with guidance from the senior physiotherapist.
- To keep abreast of evidenced based practice and emerging research in the neuromuscular field and to ensure a good working knowledge of national standards for the care of neuromuscular patients.
- To have knowledge of and be proactively involved in industry led and therapy led research opportunities, developing research skills, database management and national presentation skills to a highly specialised level.
- To maintain CPD portfolio and demonstrate commitment to own professional development.
- To maintain accurate electronic/paper records in line with professional standards.
- To be able to manage potentially stressful, upsetting or emotional situations in an empathetic manner alongside demonstrating the ability to communicate often complex and sensitive information to patients, carers and other staff, where there may be barriers to communication (non-English speakers or those with communication disorders).
- To establish and maintain positive interpersonal relationships with other team members, characterised by open communication, trust and respect.
- To carry out all duties in accordance with the requirements of the Health Care and Professionals Council and Oxford University Hospitals Trust policies and procedures.
- To exercise a personal duty of care with expensive equipment provided and to ensure designated staff are competent prior to use. Furthermore, to contribute to the maintenance of small materials where appropriate.
- To inform any concerns for competent use, repair and maintenance reporting of all electrotherapy equipment, gym equipment and patient appliances used as indicated and to monitor use of supplies for research activities and advise when supplies are required.
- To provide support for the provision of specialised teaching to peers and junior staff; this may include large groups.

- To be professionally and legally responsible for all aspects of their own work.

Selection criteria

Essential

- Diploma/Degree in Physiotherapy.
- Evidence of HCPC registration.
- Some experience and/or knowledge in neuromuscular disorders
- Experience in working with children
- Keen to develop a research career in neuromuscular disorders.
- Excellent communication and interpersonal skills, as well as motivation and enthusiasm for providing an excellent service.
- Organisation and time management skills, with an ability to maintain judgement under pressure.
- Commitment to personal and team development, with evidence of ongoing professional development and an ability to pass on skills and knowledge to others in both formal and informal environments.
- Ability to work collaboratively within a multidisciplinary team.
- IT and presentation skills, understanding of research and audit.

Desirable

- Evidence of NHS experience.
- Experience in treating neuromuscular disorders as a physiotherapist.
- Awareness of the Children's Act, child protection issues and procedures, and education policies in respect of children with special needs.
- Experience of writing reports.
- Understanding of clinical governance and good clinical practice.
- Current full driving licence.

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

Additional security pre-employment checks

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

- This role requires an honorary contract. The department will support the successful candidate in obtaining this where required and appropriate.
- A satisfactory enhanced Disclosure and Barring Service check due to working directly with patients
- University security screening (e.g. identity checks)

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.

Specialised Translational Research Oxford Neuromuscular Group (STRONG)

STRONG is led by Laurent Servais, Professor of Paediatric Neuromuscular Diseases. Staff are based within a suite of offices in the academic centre on the third floor of the John Radcliffe Hospital in Headington, Oxford. This rapidly growing research group focuses on paediatric neuromuscular diseases and driving research into early identification, potential treatments, and early intervention for rare disorders.

Major focuses of the group include gene therapy – it is co-lead of a WP in a European Project to evaluate potential marker of gene therapy toxicity in humans – as well as neonatal genetic screening, with the implementation of the first genetic population-based screening in the UK for spinal muscular atrophy being one of its proudest recent achievements. The group is also leading an ambitious program of research into Angelman syndrome, with clinical trials and a natural history study ongoing.

Department of Paediatrics

The Department of Paediatrics is a world leader in child health research and hosts internationally renowned research programmes in drug development, gastroenterology, haematology, HIV, immunology, neuroimaging, neuromuscular diseases and vaccinology. Our work spans from early proof-of concept fundamental science, all the way up to its application in clinical settings.

We continue to shape the landscape of medical science through positively impacting the lives of millions of children from our global research programmes, academic resources, and commitment to success. Our broad research base positions the department in a pivotal role and subsequently a world leader in child health. With research facilitates in the UK and abroad, we work on a global scale, building a paediatric network in the medical science community. We are committed to inform and inspire external audiences worldwide through our public engagement and outreach activities.

In 2021, we successfully administered a grant value of £130,895,28 obtained through 168 projects. Our strong relationship with funding bodies have also been a contributor to the successes and milestones in children's health research. With strong support from the Wellcome Trust, NIH, Cancer Research UK, UKRI, MDUK, Bill & Melinda Gates Foundation, Academy of Medical Sciences and the NIHR, we have employed 360+ staff, researchers, and students. These figures continue to grow as we expand our activities to overcome the multitude of challenges within children's research health.

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

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

Medical Sciences Division

We are an internationally recognized 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: <http://www.medsci.ox.ac.uk/>

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

Application FAQs, including technical troubleshooting advice is available at: <https://staff.web.ox.ac.uk/recruitment-support-faqs>

Non-technical questions about this job should be addressed to the recruiting department directly at recruitment@paediatrics.ox.ac.uk or using the contact details in the online advertisement.

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 the Work+Family Space, 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> 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 <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.