

Job Description and Selection Criteria

Post	Kadoorie Professorship of Trauma Rehabilitation
Department/Faculty	Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences (NDORMS)
Division	Medical Sciences Division
College	Lincoln College

Overview of the post

The Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences (NDORMS) and Lincoln College intend to appoint to the Kadoorie Professorship of Trauma Rehabilitation. The new professor will be a Senior Research Fellow at Lincoln College.

The new professor will be expected to provide leadership across a range of clinical effectiveness research in musculoskeletal trauma rehabilitation. They will be clinically active in musculoskeletal trauma rehabilitation. They will provide teaching to graduate students within NDORMS and supervise DPhil and post-doctoral students. They will collaborate within NDORMS and the Medical Sciences Division, and with the wider University.

The Kadoorie Centre has an outstanding track-record in the field of research into musculoskeletal trauma rehabilitation, and the Centre's expertise in clinical trial design and associated clinical effectiveness methodology is world leading. The Kadoorie Professor of Trauma Rehabilitation is expected to have recognition as a research leader at national and international level. The post holder is expected to have a strong commitment towards postgraduate education.

The refilling of this post is strategically important for the Kadoorie Centre and NDORMS, in order to continue to support Oxford Trauma and Emergency Care.

This post is a statutory professorship. 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 Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences and Lincoln 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 with diverse backgrounds. The University of Oxford actively promotes and supports 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.)

If you would like to discuss this post, please contact Professor Matthew Costa at the Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences, on matthew.costa@ndorms.ox.ac.uk. For details of the Senior Research Fellowship at Lincoln College please contact Dr Lydia Matthews, Senior Tutor, on lydia.matthews@lincoln.ox.ac.uk. All enquiries will be treated in strict confidence and will not form part of the selection decision.

Duties of the post

You will be a member of both the University and the 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 be elected to a Senior Research Fellowship at Lincoln College. The duties of this Fellowship are to engage in advanced research, to assist the College in the selection and advising of graduate students, and to contribute to the corporate life of the College. The Fellow may have the opportunity to undertake some undergraduate teaching for the College, for which separate payment will be made at the standard rates, but is not obliged to undertake such duties.

The main duties of the post are as follows:

Research

- To engage in world leading original research in the field of musculoskeletal trauma rehabilitation.
- To secure research funding and engage in the management of research projects.
- To disseminate research through publication in scholarly journals, participation in international conferences and seminars, and through other media.
- Promote collaborative research between NDORMS and other University departments.
- To engage in knowledge transfer activities.

Teaching (including graduate supervision)

- You will be expected to work closely with the Oxford Trauma and Emergency Care Research Group to design and deliver a programme of teaching and skills development aimed at building clinical translational skills for postgraduates in musculoskeletal trauma rehabilitation. This will involve giving lectures, organising external speakers, and holding seminars and classes.
- To carry out teaching at graduate level including lectures, classes, demonstrations and project supervision, under the direction of the Head of Department. The department has strong links with Oxford Brookes University, but there is no formal undergraduate teaching commitment.
- To supervise research students.
- To take part in University examining as and when requested to do so.

Citizenship

- To participate in the administration of the department as and when requested by the Head of Department.
- Acting as an ambassador for the NDORMS within the wider University and beyond; cultivating strategic relationships.

Headship of Department

Every professor who is employed by the University, unless individually exempted, has an obligation to accept headship of the department or faculty in which their post is held, if invited to do so by the divisional board.

Hazard-specific / Safety-critical duties

This post may include 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 (OHS), and the offer of employment will be subject to a successful outcome of this assessment.

Selection criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows 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 wherever possible.

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 this into account, recognising that the quantity of your research may be reduced as a result.

You will demonstrate the following:

Essential

- To be registered with the Health and Care Professions Council Professional Register, or equivalent₂
- To be actively involved in clinical practice in the NHS, or equivalent₂
- Willingness to participate in the requirements for revalidation₂
- Evidence of distinction in research through publications and invited lectures¹₂
- Evidence of sustainable and substantial peer-reviewed funding in musculoskeletal trauma rehabilitation research₂
- Evidence of leadership in research and research administration₂
- An ability to play an advisory and supervisory role in the teaching and training of students₂
- Excellent written and oral communication skills₂
- Commitment to promoting awareness and understanding of equality, diversity and inclusion and embedding these principles among staff and students.

Desirable

- A commitment to the organisation of teaching;
- Administrative and managerial experience;
- A track record of research impact in the field of musculoskeletal trauma rehabilitation research₂

¹ The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.

How to apply

To apply, visit https://my.corehr.com/pls/uoxrecruit/erq_jobspec_details_form.jobspec?p_id=176410, then 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 refer to the "Terms of Use" in the left hand menu bar for information about privacy and data protection. Please provide details of three referees and indicate whether the University may contact them without seeking your permission. Referees should not write directly to the University, but may be contacted at any stage in the recruitment process if the electoral board requests your references.

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

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

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

All applications must be received by **12.00 noon** UK time on **Monday 17 February 2025**.

Please email recruitment.support@admin.ox.ac.uk should you experience difficulties using the online application system. Further help and support is available from <https://hrsistemas.admin.ox.ac.uk/recruitment-support>. To return to the online application at any stage, please log back in and click the "My applications" button on the left hand side of the page.

You will be notified of the progress of your application by automatic emails from our e-recruitment system. **Please check your spam/junk mail** regularly to ensure that you receive all emails.

All applications will be considered by the electoral board as soon as possible after the closing date. The electoral board is free to search for other candidates at this or any subsequent stage in its proceedings. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electoral board as part of the interview. The composition of the electoral board will be published in the University Gazette (<https://gazette.web.ox.ac.uk/>) when it is finalised.

The 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 480 staff, approximately 120 post-graduate students and have a grant portfolio worth over £225 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 has opened another wing in early 2022. The new space provides additional 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 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 range of clinical effectiveness studies including randomised trials, observational studies and big data projects. The Kadoorie Centre provides facilities for 60 research staff, with a clinical skills centre and lecture theatre.



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

The Kennedy Institute is a biomedical research centre uniquely bringing together discovery science and early-stage clinical research, to develop transformative new therapies for chronic inflammatory and musculoskeletal conditions. Broadly focused on the thematic areas of immunity and microbiome, inflammation biology and tissue remodelling and repair, the Institute's research is relevant for a range of common diseases such as arthritis, inflammatory bowel disease, fibrosis and cancer.



The Institute has capacity for up to 260 staff and students who work collaboratively across 25 research groups. This enables a multidisciplinary approach of molecular and cellular biology, combined with analysis of disease models, patient tissue samples and longitudinal clinical data. Collectively, these studies seek to uncover the biological processes that maintain tissue health and how these pathways break down in disease.

Research at the Institute is supported by a suite of core technology platforms, as well as through strategic partnerships with other basic and clinical research centres in Oxford, across the UK and internationally. These state-of-the-art technologies include the Oxford-Zeiss Centre for Excellence and other advanced microscopy and imaging facilities, mass and flow cytometry, as well as capabilities for microbial genomics and functional microbiome studies made available through the Oxford Centre for Microbiome Studies.

Complementing a strong programme of lab-based research, the Institute has established a core of expertise and technologies in data science including single cell genomics, statistical genetics, computational biology, and research informatics. A recent extension to the Institute building with a new third floor creates additional space purposely designed for computationally intensive research.

A true trendsetter in innovative and transformational research, the Kennedy also boasts a relaxed and friendly atmosphere, revolving around its bright and airy atrium that provides a space for colleagues to meet over coffee and tea to talk about their research and beyond throughout the day.

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 2015, 2019 and 2024 with a Silver Award with plans for a Gold submission in 2028. 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: <http://www.admin.ox.ac.uk/personnel/staffinfo/benefits/family/> and <http://www.admin.ox.ac.uk/personnel/during/flexible/>.

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/equality-policy>

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: <https://www.medsci.ox.ac.uk/>

Lincoln College

Founded in 1427, Lincoln is one of the oldest Oxford Colleges and is housed in fine historic buildings located in the centre of the City, close to the Bodleian Library and other University libraries and Faculty buildings. The College has a strong sense of collegiality with a reputation for integrating its Fellows, graduates, and undergraduate students in a highly successful traditional community. There are currently 57 fellows in College, of whom 30 are Tutorial Fellows responsible for teaching and the welfare of students.

Medicine at Lincoln College

The medical sciences are strongly represented at Lincoln. The College has a long association with the Sir William Dunn School of Pathology, having numbered among its Fellows Howard Florey, E.P. Abraham, Norman Heatley, and others. This legacy lives on in the number of Statutory Professorships in related sciences that are

held at Lincoln. The College Fellows include the Brownlee-Abraham Professor of Molecular Biology, the E.P. Abraham Professorship of Chemical Pathology, the César Milstein Professor of Molecular Cancer Biology, the Chair of Pathology and Head of the Dunn School, the E.P. Abraham Professor of Cell Biology. The Newton-Abraham Visiting Professorship of Medical, Biological, and Chemical Sciences is also held at Lincoln. In addition to these professorships, the College has also elected Professor Bass Hassan to a Senior Research Fellowship of the College.

The College has two Tutorial Fellows in medical and biomedical sciences, Professors Nigel Emptage and David Vaux, as well as a Director of Studies in Clinical Medicine, Dr Arabella Begin. Lincoln admits eight students each year to read Pre-Clinical Medicine and the same number to read Clinical Medicine. Many of the College's 330 postgraduate students are engaged on research programmes in the medical sciences.

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

About 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 a large number 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 <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-23>.

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 regularly creates spinout companies based on academic research generated within and owned by the University. 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 who 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.

University Benefits, Terms and Conditions

Details of University policy in the following areas can be found at the links provided.

Salary

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

Pension

<https://finance.admin.ox.ac.uk/uss>

Sabbatical leave

<https://governance.admin.ox.ac.uk/legislation/council-regulations-4-of-2004>

Outside commitments

<https://hr.admin.ox.ac.uk/holding-outside-appointments>

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

<https://www.ox.ac.uk/about/organisation/governance>

<https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation>

Family support

<https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>

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

<https://www.newcomers.ox.ac.uk/>

Welcome for International Staff

<https://welcome.ox.ac.uk/>

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

Relocation

<https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

Promoting diversity

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

Other benefits and discounts for University employees

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

Pre-employment screening

<https://jobs.ox.ac.uk/pre-employment-checks>

For clinical posts

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.

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.

Retirement

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See <https://hr.admin.ox.ac.uk/the-ejra>

Data Privacy

<https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>

<https://compliance.admin.ox.ac.uk/data-protection-policy>