Job description and selection criteria

Job title	Victoria Smallpeice Fellow
Division	Medical Sciences
Department	Paediatrics
Location	Health Education Thames Valley area
Grade and salary	Grade E63: £36,616 - £70,425 per annum
Hours	Full time (50% research and 50% clinical)
Contract type	Fixed-term (this is a 12- or 24-months joint program with the NHS/ Paediatric School (depending on funding), with 6/12 months employed by the University of Oxford, and the other 6/12 months employed by the NHS)
Reporting to	Clinical, educational and academic (research/teaching) supervisors
Vacancy reference	178689
Additional information	*Local trainees should only submit an application with the support of their proposed supervisor, and with an undertaking from their proposed supervisor to fund the research component of their post.* *Applications are to be made online, please see the advert for the closing date.* *This is a readvertisement.*

The role

Applications are welcome from trainees within the Oxford School of Paediatrics at ST 3 to 6 for the Oxford Paediatric Academic Fellowship. Paediatric Academic Fellow (PAF) posts have been created to provide an opportunity for local trainees to experience research while remaining in the paediatric training programme. The research components of these posts will be directly funded by Investigators working within, or closely aligned to, the University of Oxford, Department of Paediatrics, and therefore these posts will be dependent on the availability of appropriate funds to support the salary of the applicant during their research activity (50% of the duration of the post) and any relevant research / consumable costs. The salary for the duration of the clinical activity (50% of the duration of the post) is paid for by the Deanery. Thus, prospective applicants must establish a research proposal that can realistically be completed within the research time available in the post, with the help of their prospective supervisor. They must also ensure that the supervisor or their research group can make the necessary funds available to support the candidate's salary and research costs for that duration. This must be negotiated by prospective applicants with their proposed supervisor *before* an application is made.

Candidates should be mindful that the primary purpose of this fellowship is to give clinicians with academic ambitions an opportunity to develop first author publications and pilot data sufficient to support a competitive application for an externally-funded DPhil (e.g. MRC, NIHR, BHF, Wellcome Trust). In exceptional circumstances, consideration may be given to clinicians who have already completed a PhD/DPhil, but whose academic progress stalled due to clinical training commitments. However, this Fellowship should not be viewed as a "bridging loan", for which other opportunities exist.

The Paediatric Academic Fellowship will offer training to enthusiastic trainees within paediatrics and child health training who can demonstrate an interest in becoming a clinical academic in research. Trainees can apply at ST 3-6, (to take up the post at ST 4 to 7) and must have passed all examinations required by the RCPCH for the clinical grade they will hold by the time the Fellowship begins (see latest RCPCH guidelines for details). Trainees must have an outcome 1 at their last ARCP and may not be able to take up their post if they have an outcome 2, 3 or 4 at ARCP between accepting and taking up the post as clinical training has to be prioritised. Educational supervisor agreement that this is an appropriate time in training for this post is recommended before the trainee applies for the post.

In addition, trainees should only submit an application with the support of their proposed academic supervisor, and with a clear, written statement from their proposed supervisor that they or their research group has the funds available to support the trainee's salary for the duration of the academic part of their Fellowship and for any associated research costs / consumables.

Training will be flexible and trainee-centred, as far as possible, with mentoring to ensure the attainment of both academic and clinical goals.

Flexible working

This is a 12- or 24-months joint program with the NHS/ Paediatric School (depending on funding), with 6/12 months employed by the University of Oxford, and the other 6/12 months employed by the NHS. This post is full time (50% research and 50% clinical).

Responsibilities

The main objectives of the programme will be to provide:

- An entry point for doctors aspiring to a research-based career in Child Health as well as provide training in Paediatrics and Child Health competencies leading to GMC accreditation
- Potentially working with an academic supervisor to develop a project for a DPhil application during the post

Structure of the training programme

These posts are designed to meet the needs of doctors at ST4-7 level who wish to develop their research skills alongside their clinical training. 50% of the trainee's time will be spent in clinical work, and 50% in academic work. They will be based in the Oxford region with academic time in Oxford. Clinical training would be overseen by the Oxford Deanery and post holders will undergo an ARCP assessment on an annual basis to assess the quality of their training.

Each Fellow will have a clinical, an educational and an academic (research) supervisor. The University Department of Paediatrics will normally provide the academic supervision but trainees may alternatively engage with academic supervisors from elsewhere in the Medical Sciences Division with close links to the Department of Paediatrics. The trainee will be placed in research units to gain sufficient experience for development of a research interest. Details of the academic programme will depend on the interests of the candidates and the availability of funding for the research component of the post.

Clinical training will be according to the OxPaed training programme in the School of Paediatrics (see the School of Paediatrics website http://www.oxfordpaediatrics.com).

Clinical training will either be:

- Intercalated with clinical work on a week-by-week basis, in which case the training will be considered as 'less than full time' Department of Paediatrics Job Description 3
- Undertaken in 6-month blocks, in which case the trainee would be required to take 'out of programme for research' (OPPR).

If the post is to be worked as less than full time training (LTFT) then the post will be recorded on the Eportfolio as 50% clinical training time and not as OOPR. This will allow the applicant full access to OOPR training time at a later date should this be required by the trainee. However, the trainee may wish to record competencies gained on their e-portfolio whether they take place during their clinical time or research time throughout this period. Any trainee taking the LTFT option after completion of the duration of the post can have discussions with their TPD/HoS and return to either fulltime training or continue with LTFT training.

Selection criteria

Essential

- Full General Medical Council Registration
- MRCPCH or equivalent
- Evidence of good communication and interpersonal skills
- Training in the Thames Valley area at ST 3 to 6 (to take up the post at ST 4 to 7)

- Support of proposed supervisor in writing, and with an undertaking from proposed supervisor to fund the research component of the post.
- Demonstrable interest in development as a clinical academic in research
- An outcome 1 at last ARCP (please note that a candidate may not be able to take up their post if they have an outcome 2, 3 or 4 at ARCP between accepting and taking up the post)

Desirable

- An interest in the areas of active research within the University of Oxford Department of Paediatrics, such as neonatal neurophysiology, paediatric infectious diseases, microbiology, immunology, public health, haematological malignancies, diabetes, gastroenterology, cardiovascular disease or neuromuscular disease (see www.paediatrics.ox.ac.uk)
- Experience of working with clinical research; understanding of Good Clinical Practice
- Information technology skills
- Management experience

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. If you have previously worked for the University we will also verify key information such as your dates of employment and reason for leaving your previous role with the department/unit where you worked. 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:

- Working with infectious pathogens (hazard group 2/3) - Hazard Group 3 pathogens
- Working with blood, human products and human tissues
- 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:

- A satisfactory enhanced Disclosure and Barring Service check due to activity involving children
- 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.

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 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 Gold 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/

Research Themes and Investigators within the University Department of Paediatrics

Split across a number of sites, the Department of Paediatrics has a wide research base, an overview of the various research groups in the Department is provided below.

Cardiology

Dr Alexander Jones leads the Early Prevention of Cardiometabolic Disease group, investigating the prevention of cardiometabolic disease in the young. The group focuses on primordial prevention targeting the earliest origins of CVD, with a focus on preventing the development of its risk factors, e.g. hypertension, hypercholesterolaemia or type II diabetes, rather than on their treatment. Unsustainable and escalating healthcare costs make better prevention an economic necessity. The group aims to understand the abnormal metabolic and cardiovascular physiology in children that precedes the development of primary cardiometabolic risk factors and to establish strategies to normalise such physiology before irreversible organ damage and the development of disease occurs.

Email: Alexander.Jones@paediatrics.ox.ac.uk

More information is available at: https://www.paediatrics.ox.ac.uk/research/oxsocrates

Professor Andinita Roy leads the Childhood Leukaemia Research Group, studying prenatal B lymphopoiesis in order to understand the origins of childhood leukaemia, in particular infant acute lymphoblastic leukaemia (ALL). The research aims are to identify and characterise the target cell population for leukaemia initiation in infant and childhood ALL in order to pinpoint specific pathways that can be targeted for future therapies.

Email: anindita.roy@paediatrics.ox.ac.uk

Further information is available at:

https://www.paediatrics.ox.ac.uk/research/paediatric-leukaemia-research-group

Immunology and Infectious Diseases

Professor Philip Goulder is working to define mechanisms of immune control of HIV infection and exploring strategies to improve the natural course of infection in children. The Goulder Group studies cohorts of children and adults attending clinics in South Africa, in Durban, KwaZulu-Natal, and also in Kimberley, Northern Cape, in addition to smaller cohorts of HIV-infected study subjects attending clinics in the Thames Valley region in UK. The goal of this work is, first, to define the immune responses that are effective in control of HIV, and that an effective HIV vaccine would need to induce; and, second, to explore the potential for HIV cure that exists especially in paediatric infection.

Email: philip.goulder@paediatrics.ox.ac.uk

Further information is available at:

https://www.paediatrics.ox.ac.uk/research/HIV-research-group

Professor Georg Holländer's research group studies the development and function of the adaptive immune system with a particular focus on delineating the molecular and cellular pathways that govern regular thymus organogenesis and function. The experimental work uses state-of-the art cellular and molecular methods as well as computational biological approaches to investigate wild type and gene targeted mouse models to interrogate the molecular mechanisms of health and specific immunodeficiencies. In parallel, other research activities focus

on defining the genetic programmes that control the function of the human immune system. Several opportunities exist to learn molecular and cellular techniques of experimental immunology and to participate in the laboratory's research programme.

Email: georg.hollander@paediatrics.ox.ac.uk

Further information is available at:

https://www.paediatrics.ox.ac.uk/research/developmental-immunology-research-group

The Oxford Vaccine Group is based in the Centre for Clinical Vaccinology and Tropical Medicine. The Oxford Vaccine Group is led by Professor Sir Andrew Pollard, and includes Professor Matthew Snape, Dr Dominic Kelly, Dr Rinn Song and Dr Teresa Lambe OBE. The Oxford Vaccine Group focuses on the design, development, clinical testing and laboratory evaluation of new and improved vaccines to improve public health. Current major programmes include research on vaccines for COVID-19, enteric fever, Ebola virus disease, RSV, pertussis, plague and meningococcus. The applied immunology group studies the development of immunity using cellular, molecular and functional genomic approaches and a translational vaccinology programme have brought a second Group B meningococcal vaccine to phase I trials. The group developed a controlled human infection model of typhoid and paratyphoid to drive new approaches to prevention of enteric fever, of great relevance to the team's field site in Nepal which studies bacterial infections in children and their vaccine prevention, and to collaborating sites in Bangladesh and Malawi.

Emails:

andrew.pollard@paediatrics.ox.ac.uk

daniela.ferreira@paediatrics.ox.ac.uk

dominic.kelly@paediatrics.ox.ac.uk

rinn.song@paediatrics.ox.ac.uk

teresa.lambe@paediatrics.ox.ac.uk

katrina.pollock@paediatrics.ox.ac.uk

Further information is available at:

http://www.ovg.ox.ac.uk/

Neurosciences and neuromuscular diseases

Professor Rebeccah Slater is an Associate Professor of Paediatric Neuroimaging, a Wellcome Trust Career Development Fellow and Fellow of Green Templeton College. Prof Slater leads the Paediatric and Infant Pain & Anaesthesia (PiPA) group, which focuses on understanding the development of human pain, with a particular focus on improving the treatment of pain in infants. Her research group uses a range of non-invasive tools to explore the development of pain in the human nervous system. The group is also investigating the analgesic efficacy of morphine for procedural pain in infants and finding better ways to measure pain-related brain activity in non-verbal children.

Email: rebeccah.slater@paediatrics.ox.ac.uk

Further information is available at:

https://www.paediatrics.ox.ac.uk/research/paediatric-neuroimaging

Professor Matthew Wood graduated in Medicine from the University of Cape Town in 1987, working in clinical Neuroscience before gaining a doctorate in Physiological Sciences from the University of Oxford in 1993. He is currently University Lecturer, and Fellow and Tutor in Medicine and Physiology at Somerville College.

Professor Wood's research is in field of gene therapy for degenerative disorders of the nervous system and muscle. The main focus is the investigation of novel therapeutic approaches utilising short nucleic acids to target messenger RNA. Targeting RNA has the potential to allow modification of the target transcript, reprogramming of endogenous genetic defects or the targeting of specific disease alleles, all the while maintaining endogenous regulation of the target gene. Current work is investigating the potential of single-stranded antisense oligonucleotides for the modification of mRNA splicing, for example in Duchenne muscular dystrophy. In addition, the potential of double-stranded RNA for gene silencing, known as RNA interference (RNAi), is being investigated for the silencing of target genes and mutant alleles both in muscle and in the nervous system. In particular, RNAi has great potential as a future therapeutic agent for currently untreatable neurodegenerative disorders such as Parkinson's disease.

Email: mjaw-pa@paediatrics.ox.ac.uk

Further information is available at:

https://www.paediatrics.ox.ac.uk/research/wood-group?ref=image

Professor Laurent Servais is Professor of Paediatric Neuromuscular Diseases at the MDUK Oxford Neuromuscular Centre and Invited Professor of Child Neurology at Liège University.

Professor Servais has been involved as principal investigator in numerous clinical trials to test treatments for Duchenne muscular dystrophy and spinal muscular atrophy (SMA), is the leader of the newborn screening program for SMA in southern Belgium where his team are conducting a medico-economic analysis of newborn screening. His main research expertise covers the development of innovative outcome measures, including connected devices for real-life patients' evaluation.

Email: laurent.servais@paediatrics.ox.ac.uk

Further information is available at:

https://www.paediatrics.ox.ac.uk/research/strong

Professor Stephan Sanders is Professor of Neurogenetics at the Institute of Developmental and Regenerative Medicine. He is also a member of the faculty at the University of California, San Francisco (UCSF) and an affiliate of the New York Genome Center (NYGC). He trained as a paediatrician before undertaking a PhD and Postdoctoral studies in Genetics and Bioinformatics at Yale University. In 2014, he started his lab at the University of California, San Francisco (UCSF) before moving to Oxford in 2022.

His group specialises in the genetics of neurodevelopmental disorders, including genomics, functional genomics, and therapeutics. Dr Sanders is a leader of the Autism Sequencing Consortium, the BrainVar Project, and the SFARI autism sex-bias project. He was awarded the Theodore Reich Young Investigator Award by the International Society of Psychiatric Genetics (ISPG) in 2019 and the NARSAD Young Investigator Award by the Brain and Behaviour Research Foundation in 2015.

Email: stephan.sanders@paediatrics.ox.ac.uk

If trainees are interested in pursuing research in any of the above themes, they should contact the academic leads of the themes as listed. Alternatively, they can contact Dr Alexander Jones (alexander.jones@paediatrics.ox.ac.uk), Academic Regional Representative and Consultant in Paediatric Cardiology, who will also be happy to discuss research opportunities in these and other areas. The Department has strong links with the Oxford University Hospitals NHS Trust Department of Paediatrics, which is co-located in the new Children's Hospital.

How to apply

Applications are made through our online recruitment portal. Information about how to apply is available 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/three 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.

If you currently work for the University please note that:

- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving

- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

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** of 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 including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See https://hr.admin.ox.ac.uk/staff-benefits.

Employee Assistance Programme

As part of our wellbeing offering staff get free access to Health Assured, a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more https://staff.admin.ox.ac.uk/health-assured-eap.

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 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

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see https://hr.web.ox.ac.uk/family-leave). Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See https://childcare.admin.ox.ac.uk/.

Supporting disability and health-related issues (inc menopause)

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Staff Disability Advisor, is at https://edu.admin.ox.ac.uk/disability-support. For information about how we support those going through menopause see https://hr.admin.ox.ac.uk/menopause-guidance.

Staff networks

The University has a number of staff networks including for research staff, BME staff, LGBT+ staff, disabled staff network and those going through menopause. Find out more 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.

Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more https://www.ox.ac.uk/research/support-researchers/researcher-hub.

Oxford's Research Staff Society is a collective voice for our researchers. They also organise social and professional networking activities for researchers. Find out more https://www.ox.ac.uk/research/support-researchers/connecting-other-researchers/oxford-research-staff-society.