

# ACHA

Academic Centre for Healthy Ageing

**Professors and Honorary Consultants**

**Candidate Pack**

**March 2024**



# Message from the President & Principal



Thank you for your interest in this role and in Queen Mary University of London. Working at Queen Mary means being part of a unique, world-class global University with a long, proud and distinctive history.

Our founding institutions, the London Hospital Medical College, St Bartholomew's Medical College, Westfield College and Queen Mary College, were founded to provide hope and opportunity for the less privileged and otherwise under-represented.

Today, we remain true to the vision of our founders by continuing to improve lives locally, nationally and internationally through the seamless combination of our world-leading strengths in education and research.

The Queen Mary community – our staff, students and alumni – is the heart and soul of our University. We are proud to provide an inclusive and nurturing environment so that staff and students from all backgrounds can develop, flourish and achieve their full potential.

I look forward to welcoming you to our unique University and working with you to realise our ambitions.

**Professor Colin Bailey, President and Principal**



# Message from the ACHA Board

Thank you for your interest in the Academic Centre for Healthy Ageing (ACHA) and for considering this role. We're delighted to be recruiting to the Professorial Leadership Team of this brand-new research centre and we look forward to creating impactful solutions for patients, the healthcare workforce and the ageing population in North East London.

Our vision is to embed applied clinical frailty research, education and training within a developing centre of clinical and care excellence to deliver a coherent, strategically aligned cross-speciality and cross-disciplinary research and education programme in which health professionals can work collaboratively with social care and local communities to inform advances in care.

We view ACHA as key to identifying and unlocking historical service and workforce inefficiencies. By synchronising ACHA workstreams with key statutory service transformation programmes for service and patient benefit, the sustainability of both will become interdependent, ensuring that academic endeavour becomes part of system transformation business as usual in North East London.

The ACHA Board, established in May 2023, has progressed the development of foundational infrastructure in anticipation of this recruitment, including the establishment of a robust governance and assurance framework; the advancement of strategic partnerships; the implementation of an effective branding, communications and engagement plan; and a focus on embedding a meaningful Patient and Public Involvement and Engagement (PPIE) approach into our activities.

We look forward to developing this exciting new venture with you; anchored to the productive partnership between Barts Health NHS Trust and Queen Mary University of London, ACHA presents a unique opportunity to progress collaborative health innovation, supporting the efficient translation of action research into sustained practice.

We wish you every success with the recruitment process.



# Queen Mary University of London

At Queen Mary University of London, we believe that a diversity of ideas helps us achieve the previously unthinkable.

Queen Mary University has a proud and distinctive history dating back to 1123. Our founding institutions are the London Hospital Medical College, St Bartholomew's Hospital Medical College, Westfield College and Queen Mary College. Today, these four historic institutions form Queen Mary University of London, a global university which works across the humanities, social sciences, medicine and dentistry, and science and engineering.

We are a leading UK Russell Group university with over 33,000 students representing more than 170 nationalities. We are very proud to attract students from backgrounds typically under-represented at universities like ours, and determined to provide them with the world-class education they deserve.

Ranked joint 7th in the UK for the quality of its research in the 2021 Research Excellence Framework, Queen Mary University of London, is one of the UK's leading research-intensive higher education institutions, delivering world class education and knowledge transfer across a wide range of subjects in the Humanities and Social Sciences, Medicine & Dentistry and Science & Engineering. It is a really exciting time to be joining Queen Mary which has ambitious plans for expansion by 140 academics by 2030.

## **Our Strategy 2030**

In 2019, Queen Mary University of London launched a bold new Strategy with the vision to open the doors of opportunity through our world-class research and education. By 2030, we will be the most inclusive university of our kind, anywhere.

We are doing this by building on our existing cultural diversity to create a truly inclusive environment, where students and staff flourish, reach their full potential and are exceptionally proud to be part of our community. Continuing our long tradition of commitment to public good, we will generate new knowledge, challenge existing knowledge, and engage locally, nationally and internationally to create a better world.

We have five core values that will help us to reach this goal:

- We are inclusive, supporting talented students and staff regardless of their background, and engaging with our local and global communities.
- We are proud of the difference we can all make when we work collectively.
- We are ambitious, fostering innovation and creativity, disrupting conventional thought, and responding with imagination to new opportunities.
- We are collegial, promoting a strong community through openness, listening, understanding, co-operation and co-creation.
- We are ethical, acting with the highest standards, and with integrity, in all that we do.

# Faculty of Medicine and Dentistry

The Faculty of Medicine and Dentistry (FMD) offers international excellence in research and teaching and supports clinical service for a population of unrivalled ethnic diversity in East London and the wider Thames Gateway. At the forefront of medical research and education, with research themes in cancer, cardiovascular medicine, inflammation, trauma and population health, FMD is 55<sup>th</sup> in the 2022 QS World University rankings and 68<sup>th</sup> for Health in the Times Higher Education World University rankings.

We won £141 million in new grants last year including a new £3 million NIHR Neurodegeneration and Dementia Policy Research Unit. This new Academic Centre for Healthy Ageing is key to our strategy which is to transform the health of North East London and beyond.

Working with six NHS Trust partners in East London, the Faculty is central to delivering impact on health-related challenges across 2.5 million people from 97 nations that can act as a research window on the world; it has a strong commitment to public engagement through its pioneering science education centre in Whitechapel, the Centre of the Cell, which has been visited by 427,000 people. The Faculty is firmly embedded in our East End and global communities, and through education and research we are committed to improving the health outcomes, the wellbeing, and the prosperity of those we serve through a strategy focused on Better Health for All.

In late 2023, the Faculty of Medicine and Dentistry received an Athena Swan Gold Award, recognising its significant progression and achievements in gender equality in medicine. In doing so, we become one of only seven Faculties in the UK to receive a Gold Award.



# Barts Health NHS Trust

Barts Health is one of the largest NHS trusts in the country, and one of Britain's leading healthcare providers with five hospitals: Whipps Cross, Newham, Mile End, Royal London Hospital and Barts. With state-of-the-art new hospitals at St Bartholomew's and the Royal London sites, 16,000 staff provide 2.3 million episodes of care per year.

The Trust is entering an exciting new era on our journey to becoming an outstanding organisation with a world-class clinical reputation. Our vision is to be a high-performing group of NHS hospitals, renowned for excellence and innovation, and providing safe and compassionate care to our patients in east London and beyond. That means being a provider of excellent patient safety, known for delivering consistently high standards of harm-free care and always caring for patients in the right place at the right time. It also means being an outstanding place to work, in which our WeCare values and behaviours are visible to all and guide us in how we work together. For further information on our Research Strategy, please visit: [Research Strategy 2019-2024](#).

For more information about Barts Health, please [click here](#)



# Whipps Cross Hospital, part of Barts Health NHS Trust

Whipps Cross in Leytonstone is a large general hospital that has been caring for patients for more than 100 years. It has a full range of [general inpatient, outpatient and day case services](#), as well as [maternity](#) services and a 24-hour [A&E and urgent care centre](#). We are working towards building a [brand new state-of-the-art hospital](#) as part of the Government's new hospital building programme.

Being co-located within Whipps Cross Hospital, ACHA is connected into the many organisations in North East London, especially public health that are shaping and improving local health and care services to become a Centre for Care Excellence focused on healthy ageing and care for older people.

Whipps Cross is the [established fragility fracture specialist hub](#) within Barts Health, centralising the care of all non-ambulatory acute fragility fractures and peri-prosthetic fractures. The hospital also provides inpatient perioperative surgical care of the older adult, those sustaining acute trauma and outpatient general, falls and bone health clinics.

We have an outstanding patient-facing research team of 5WTEs NHS staff configured to recruit potential participants into clinical research trials within the CRN Portfolio. This infrastructure and resource is currently deployed within the hospital and will be available for inpatient and community recruitment to support a candidate's research portfolio.

For more information about Whipps Cross, please [click here](#)



# The Academic Centre for Healthy Ageing

The Academic Centre for Healthy Ageing (ACHA) is a pioneering and really exciting collaborative venture between Barts Health NHS Trust, Queen Mary University of London funded by Barts Charity with £6.6 million. The goals are to create an internationally leading centre for healthy ageing that serves as a beacon that transforms health and care services for older people in our local communities and further afield to remain as fit and active as possible.

This is an opportunity to create a new transformative Centre embedded in a large general hospital with major unmet need for innovative strategies for innovative care anchored to the redevelopment of Whipps Cross which is central to collective local plans to develop a world class Centre of Care Excellence in North East London.

By positioning a unique leading edge new research centre at the interface of a university and the local health and care system, ACHA will have a tremendous opportunity to embed applied clinical frailty research, education and training within a centre of clinical and care excellence to deliver a coherent, strategically aligned, cross-disciplinary research programme, in which specialists in medicine, surgery, mental health and primary care work collaboratively with social care and communities to deliver next generation recovery-orientated, person-centred, joined up care processes and pathways.

## **Our aims are to:**

1. Build a world class multidisciplinary academic workforce focused on optimal ageing embedded in the local health and care system. This includes three internationally leading clinical professors with complementary interests and expertise in ageing, research, and expert education.
2. Generate research evidence focused on three main themes:
  - Focused on transforming prevention and mitigations for people living with frailty, with long term conditions and multimorbidity.
  - Leading edge rehabilitation and the recovery of older people following life changing trauma and illness.
  - Cognition and older people's mental health benefitting from extant strengths in dementia.
3. Build care system infrastructure to facilitate rapid translation of research findings into clinical practice, directly informing evidence-based service redesign, workforce education, training and growth.

## **We are establishing ACHA with two academic objectives:**

- 1) Generating innovative world-leading and transformative applied research evidence focused on prevention of clinical frailty AND optimal recovery for people living with frailty following trauma and acute illness;
- 2) Attracting and sustaining a world-class multidisciplinary academic workforce comprising skilled researchers and educators embedded within organisations and services caring for people with complex long term health needs.





# The Academic Centre for Healthy Ageing (continued)

ACHA is a £6.8 million investment signalling an absolute commitment from Barts Health and Queen Mary's to the health and wellbeing of our community. They are currently disproportionately affected by health inequalities and underserved in research. This will benefit from major initiatives and unique electronic health data assets e.g. the Discovery platform of 2.5 million primary care records across northeast London and the Barts Precision Medicine Core which aggregates all electronic records across Barts Health hospitals covering 2.3 million patient episodes of care. This creates a fantastic platform for the transformative research programme of ACHA and will enable the generation of novel approaches to population health management and health services transformation.

For more information about ACHA, please click here: <https://acha.qmul.ac.uk/>

To support our ambitious plans, we are looking to appoint three world-leading researchers to Professors as founding faculty for ACHA. They will be employed by Queen Mary and hold honorary contracts at either Barts Health or other local partner organisations.

We aim to appoint a Professor against each of the three main themes set out in our aims. This complementary skillset will ensure that the academic leadership can deliver across the objectives of ACHA of creating a new world renowned centre that transforms outcomes for older people.

Depending on the expertise of the postholder(s) they will be attached to either the Centre for Psychiatry and Mental Health, Centre for Primary Care or Centre for Public Health, all hosted by the Wolfson Institute for Population Health, or within the Bone & Joint Health group, at the Blizard Institute. These are two of the six institutes comprising the Faculty of Medicine and Dentistry and based at our Royal London campus sites. This is alongside being co-located at Whipps Cross Hospital.



# Wolfson Institute of Population Health at Queen Mary

[The Wolfson Institute of Population Health](#) (WIPH) is an exciting and dynamic environment, home to over 420 staff, 91 PhD students and c 500 postgraduate taught students. It harnesses expertise across a wide range of population-based research and education activities and aims to be an internationally recognised centre of excellence in population health, primary care, psychiatry and preventive medicine.

Multidisciplinary and collaborative research across the Institute, QMUL and beyond are hallmarks of the research ethos in WIPH, which has an overarching ambition to reduce health inequalities, promote patient and public involvement and engagement in research, and encourage diversity in all aspect of research. The WIPH is organised into six separate research Centres which, though complementary and following the Institute strategic plan, also have Centre-specific objectives and requirements.

The **Centre for Psychiatry and Mental Health (CPMH)** vision is to drive change in mental health and dementia by improving attitudes, prevention, equality, and care; through creating the evidence needed; and by developing the next generation of research and teaching leaders. It hosts the £3m NIHR Neurodegeneration and Dementia Policy Unit led by QMUL in partnership with Plymouth led by [Prof Claudia Cooper](#). CPMH includes a group of around a hundred researchers, lecturers, PhD students and interns working collaboratively and inclusively to deliver impact for people living with either mental health conditions, multiple long-term conditions, or dementia.

The **Centre for Primary Care** encompasses the work of the Primary Care Unit and the Clinical Effectiveness Group. The [Primary Care Unit](#) brings together expert teams to carry out research into the environment, asthma and infection, multiple long-term conditions, and the complexity of everyday experience, healthcare interactions and working practices. The internationally renowned [Clinical Effectiveness Group \(CEG\)](#) uses primary care health data from the 2.5 million general practice records held in Discovery for research, with a particular interest in reducing health inequalities and improving population health Blizzard ([Dr John Robson](#), [Prof Carol Dezateux](#), [Prof Rohini Mathur](#)). The unit provides analyses, clinical tools, guidance and expertise to NHS primary care teams across North East London and leads the Wellcome Trust PhD programme 'Health Data in Practice'. Their implementation work has led to the North East London Integrated Care System being top in England for blood pressure control, cholesterol lowering and chronic kidney disease.

The **Centre for Public Health** draws together groups focussing on women's health, global public health, the national diet, and individual health and lifestyle. The [Global Public Health Unit](#)'s research and teaching is focused on understanding and acting on the social determinants of global health. The interdisciplinary team, which includes anthropology, medicine, sociology, political and international relations, epidemiology, economics, and public health, delivers large postgraduate teaching programmes. They partnered Tower Hamlets to win an £5 million NIHR Social Determinants of Health Centre (Prof Trevor Sheldon).

The **Pragmatic Clinical Trials Unit**, led by [Prof Beth Stuart](#) is a [UK Clinical Research Collaboration \(UKCRC\)](#) registered, and [National Institute for Health Research \(NIHR\)](#) funded unit that aims to be at the forefront of the science and execution of pragmatic clinical trials with direct relevance for practice.

For more information about WIPH please [click here](#)



# The Blizzard Institute at Queen Mary

[The Blizzard Institute](#) is the largest and most diverse of the Institutes in the Faculty, with personnel of c360, financial turnover of c£60 million per annum and research expenditure of over c£20 million per annum. The Institute is organised into 5 separate Centres, with a strong clinical academic cross disciplinary programme encompassing clinical trials, epidemiological studies and research addressing health inequalities in rehabilitation.

The Institute hosts Barts [Bone and Joint Health](#) which is focussed on translational and applied clinical research in bone and joint cell biology, trauma and orthopaedics and is based at our Whitechapel campus.

Barts Bone and Joint Health is leading applied research in orthopaedic fragility fractures (Prof [Xavier Griffin](#)), rehabilitation (Prof [Katie Sheehan](#)), and molecular biology with close colleagues in cartilage and bone (Prof [Francesco Dell'Accio](#)) and neuroscience (Prof [Adina Michael-Titus](#)). Bone and Joint Health has a major clinical academic training footprint, currently hosting 4 HEE-NIHR integrated clinical academic trainees (Medicine) and 3 HEE-NIHR Integrated Clinical and Practitioner Academic Programme (Physiotherapy); expansion to include academic trainees in medicine would be expected.

Bone and Joint Health enjoys a number of existing relationships which would be available to the postholder(s) immediately. It is a designated spoke of the [Pragmatic Clinical Trials Unit](#) in the WIPH, specialising in applied clinical & cost effectiveness and implementation evaluations, collaborates closely with [Barts CTU](#) in the WIPH, especially in device evaluation, [The Clinical Effectiveness Group](#), the WIPH, using the North East London primary care record and Discovery database and [Barts Life Sciences Precision Medicine Platform](#), which houses a curated and standardised electronic health data from 2.3 million patient episodes of care with access to digital imaging and pathology libraries of Barts Health.

For more information about the Blizzard, please [click here](#)

For more information about Barts Bone and Joint, please [click here](#)

# Roles Overview

Barts Health's and Queen Mary's shared ambition is for global leadership in healthy ageing; demonstrated by substantial redevelopment investment from Government, NHS London and the Barts Health/Queen Mary partnership in [Whipps Cross University Hospital](#). ACHA will become a world leading centre for Healthy Ageing.

The successful applicants will have a track record of internationally leading research excellence with high impact publications in top journals and prior major grant funding success. You will establish and deliver a strategy in pursuit of one of our outlined themes. Each Chair will be supported with funding to appoint a Clinical Senior Lecturer, Non-Clinical Lecturer/postdoctoral fellow, PhD students, and a part-time executive assistant support.

You will be provided the required resources and have access to the relevant infrastructure alongside additional peer support provided across the two QMUL institutes allowing you to forge collaborations and share best practice.

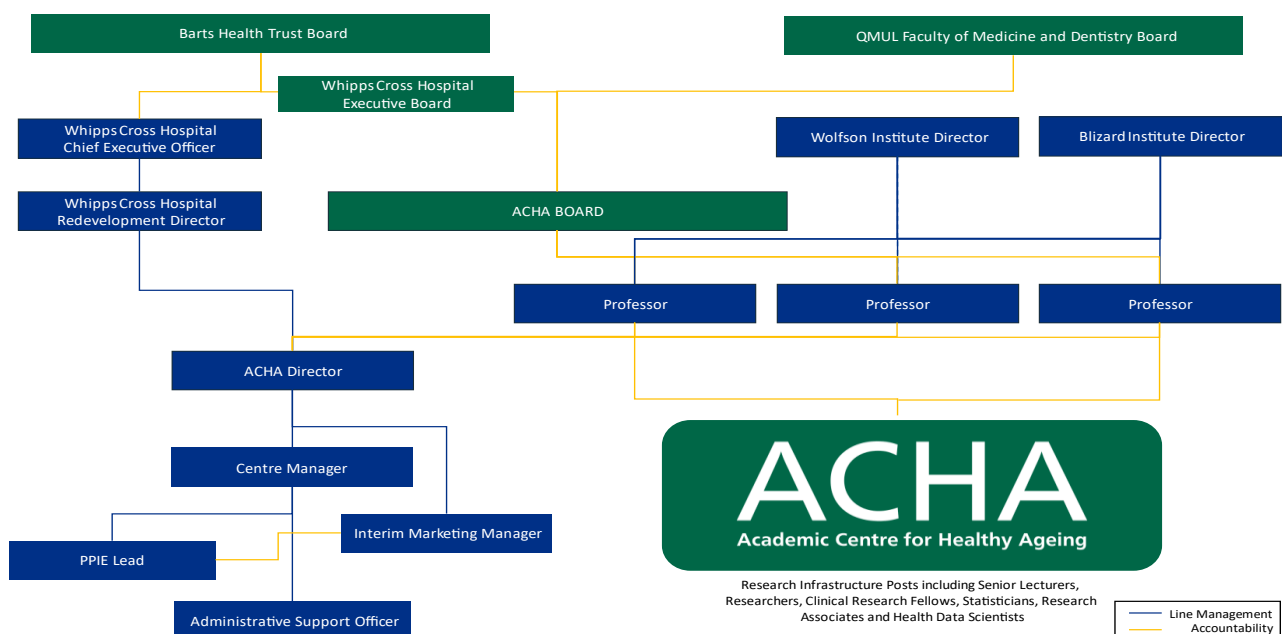
You will be supported to build pan-London networks through our established Academic Health Science Networks with other major clinical research centres in the field such as within [UCL Partners](#), [Care City](#) and the [Ageing & Health Centre](#) within [Kings Health Partnership](#) enabling you to deliver an internationally leading and innovative research agenda.

We expect the postholder(s) to be able to articulate a clear strategy and means for delivering a transformational change in applied research knowledge in their speciality field. This strategy should be innovative in pursuit of the ambition for global leadership and for transitioning to a sustainable financial model for the Centre beyond the initial Award.

You will have the opportunity to embed your strategy in the array of established local research infrastructures, implementing new knowledge and driving a change in policy and care pathways within the local authorities of North East London and across the ICS, all of which are key metrics of success for ACHA.

Ultimately, your leadership will transform the lives of people by addressing the challenges of increasing patient complexity and inequities in access and delivery of care.

## ACHA Organisation Chart



# Main Duties and Responsibilities

The Postholder(s) will be an international leader who will make transformative contributions to the intellectual life of ACHA and major research impact in a field related to healthy ageing. They will lead their research group, providing direction that will enable it to achieve and sustain world leading research success that impacts older people's lives. The Postholder(s) will assist in delivery of high-quality teaching that enhances student experience and equips the next generation of healthcare professionals to deliver excellence in clinical care.

In line with the University of London standards for the conferment of the title of Professor, the post-holder will achieve this by:

- Making important research contributions to the field;
- Advancing the subject or profession through publications, creative works or other forms of scholarship or performance;
- Delivering high quality teaching or facilitating education that incubates professionals of the future who transform elderly care;
- Contributing to the administration of research, teaching and other university activities;
- Maximising opportunities for public engagement in the subject.

## Research & Scholarship

- Conduct leading edge original research into complex problems, ideas, concepts and theories to obtain new knowledge in relation to healthy ageing;
- Making world leading or internationally excellent research publications (in the highest impact journals) that are major contributions to the field that impact patient care and in a manner appropriate to the wider research, academic discipline, QMUL strategies and funding requirements;
- Engage with the research community at an appropriate level, e.g. via conferences, public media, advisory or editorial bodies, research funders, referring and research reviews;
- Provide research leadership in the field and at QMUL, which contributes to the overall medium to long-term research strategy of the Institute and Faculty;
- Lead major research funding strategies and bids within the research group, including management and facilitation of bids with collaborators within QMUL and beyond;
- Use research to engage in a broad range of activities that influence society, economy, industry, government or public policy and patient care;
- Lead and contribute to a research group's aims to successfully recruit and develop PhD students in line with the Institute and QMUL strategies;
- Recruit, guide and develop personally assigned PhD students to the successful completion of their research programme.



# Main Duties and Responsibilities (continued)

## **Student Experience & Education**

- Contribute to and support innovations in teaching and learning through the development of teaching materials, forms of pedagogy, or appropriate teaching collaborations;
- Organise, design and deliver teaching and assessment as required by the Institute, Faculty and QMUL; this will include delivering lectures, classes and seminars in core and specialist subjects with due regard to best practice and the overall teaching strategy in the Institute at home and overseas;
- Act as a Personal Tutor providing effective support to students, including referring to specialist services as appropriate, and proactively identifying engagement issues at an early stage;
- Shape and influence curriculum development and actively contribute to the review of courses in accordance with the teaching and learning strategy of the Institute, Faculty and QMUL.

## **Public Engagement & Impact**

- Contribute to increasing public understanding of the discipline, finding ways to support external users of research;
- Contribute effectively to the Institute's outreach plans, developing links with, for example, industry or community partners;
- Lead and facilitate the successful exploitation of research through, for example, patents and spinout companies or influence on the development of public policy in the UK and overseas.
- Lead and facilitate the successful development of partnerships with other higher education institutions, government bodies and industry for the benefits of student education and research collaborations, and experience in the Institute, Faculty and university in the UK and overseas.

## **Leadership & Collegiality**

- Foster collegiality through role-modelling and fulfil Institute and QMUL wide responsibilities as agreed with the Institute Director, or other senior colleagues;
- Lead and manage research staff supporting them in their role and their wider career development through coaching, mentoring, peer support and appraisals;
- Make contributions to the vision and leadership of ACHA, Institute and QMUL, as well as wider relevant bodies, such as learned societies, where relevant;
- Engage in the wider QMUL agenda (e.g. Equality & Diversity; Sustainability; Internationalisation; Widening Participation; Interdisciplinarity and Staff Development) in line with QMUL strategies and policies.
- Develop multi-disciplinary workforce training and education programmes to meet the educational aims of ACHA.

# Main Duties and Responsibilities (continued)

## Clinical

- The postholder will be expected to integrate their clinical role with their academic work, to achieve the strategic objectives of ACHA. Research activities will be embedded within the Whipps Cross Hospital and wider North East London clinical services, transforming clinical services provided in North East London through research and innovation.
- The post-holder must have an awareness and understanding of clinical governance issues and will be expected to participate in Clinical Governance activities related to their clinical work.

## Other Duties & Responsibilities

- The above list of responsibilities is not exhaustive, and the jobholder may be required to undertake other duties commensurate with the level of the role, as reasonably requested by their line manager.
- This job description accurately reflects the duties and responsibilities of the role at the time the job description was written. These duties and responsibilities may change over time without significantly impacting on the character of the role, the overall level of responsibility, or its grade.
- Depending on strategic or operational needs, the jobholder may in the future be required to work for another existing or new organisational unit and/or at a different site within Queen Mary. This may be on a temporary or indefinite basis and may involve a change in line management and / or regularly working at more than one site.

## Citizenship

- The Faculty of Medicine and Dentistry is committed to an action plan that supports the cultivation of a diverse and nurturing staff and student community, at the heart of which sits the commitment to equality of opportunity and equity in our processes and structures. It is the expectation of all staff that they undertake citizenship responsibilities within the Faculty.
- As part of the appraisal and probation process, your line manager will discuss the expectations of you to lead or participate in citizenship projects/initiatives as set out in the Faculty's EDI Strategy. These responsibilities will be commensurate with the seniority of the role and the expertise and experience of the individual.

## FMD Academic Performance Standards

- The FMD's academic performance standards provide a framework for the FMD's academic community to pursue identified strategies and targets to advance excellence in research, teaching and third-stream activities (and where appropriate taking into account the demands of clinical service provision) by identifying achievable performance targets for all academics.





# Person Specification

This table lists the essential and desirable requirements needed to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

**Essential:** Requirements without which the job could not be done.

**Desirable:** Requirements that would enable the candidate to perform the job well.

| Qualifications   | Essential                           | Desirable                           |
|--|-------------------------------------|-------------------------------------|
| Higher degree (e.g. PhD, MD) in healthy ageing, frailty or frailty related syndromes, mental health and dementia, perioperative management and recovery of older people after trauma or illness, or another area related to the health and social care needs of older people.  | <input checked="" type="checkbox"/> |                                     |
| Full registration with appropriate body, such as: <ul style="list-style-type: none"> <li>• General Medical Council and (where applicable) on NHS England OCSE GP Performers List. Medical Staff are advised to continue membership of one of the medical defence organisations.</li> <li>• Health &amp; Care Professions Council.</li> <li>• Social Work England.</li> <li>• Nursing and Midwifery Council.</li> </ul> | <input checked="" type="checkbox"/> |                                     |
| Certificate of completion of training (CCT or equivalent) in the relevant medical field for medical doctors<br>For all other health professionals, working to a minimum of Band 8a level or above within NHS (AfC).  | <input checked="" type="checkbox"/> |                                     |
| Higher education teaching accreditation, e.g. Fellow or Senior Fellow of the Higher Education Academy.   |                                     | <input checked="" type="checkbox"/> |
| Membership of a relevant Professional body.  |                                     | <input checked="" type="checkbox"/> |
| Experience/Knowledge   |                                     |                                     |
| Experience of strategic vision, innovative leadership and collaborative multi-agency working.  | <input checked="" type="checkbox"/> |                                     |
| Experience of working in a field related to the health or social care of older people (for example, the NHS, Social Care sector or Local Government).  | <input checked="" type="checkbox"/> |                                     |
| Significant track-record of high-quality research in a clinical field related to the health or social care of older people at a national and international level, including publications in internationally renowned journals.   | <input checked="" type="checkbox"/> |                                     |
| Wide clinical knowledge in healthy ageing, frailty and frailty related syndromes, rehabilitation, mental health, or another relevant area of health and social care in older people.   | <input checked="" type="checkbox"/> |                                     |
| Significant experience and proven ability in developing research proposals, bidding for, and securing external research funding, and subsequent effective award management skills.   | <input checked="" type="checkbox"/> |                                     |
| Evidence of the development and delivery of research-led teaching and assessment at undergraduate and postgraduate level.  | <input checked="" type="checkbox"/> |                                     |

# Person Specification (continued)

| Experience/Knowledge (continued)   | Essential                           | Desirable |
|--|-------------------------------------|-----------|
| Understanding of student support needs and able to provide guidance, signposting to specialist services where appropriate.   | <input checked="" type="checkbox"/> |           |
| Experience of managing research staff or teams, including staff development and the successful supervision and management of PhD students to completion.   | <input checked="" type="checkbox"/> |           |
| Clear and ambitious plans for future research.   | <input checked="" type="checkbox"/> |           |
| Demonstrable knowledge of clinical governance and patient safety matters.  | <input checked="" type="checkbox"/> |           |
| <b>Skills/Abilities</b>  |                                     |           |
| Proven ability to plan and develop a range of high-quality research and teaching activities, ensuring proposals complement broader research and education strategies, demonstrating a commitment to continuous improvement.  | <input checked="" type="checkbox"/> |           |
| Proven ability to persuade and influence at all levels within the immediate research group, across the Institute and institution, and externally in order to foster and maintain relationships and effectively resolve tensions and difficulties in a positive manner.                       | <input checked="" type="checkbox"/> |           |
| Ability to communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience. This includes lecturing to students, presentation of research at group meetings and conferences and public engagement activities. | <input checked="" type="checkbox"/> |           |
| Evidence of leadership in initiating and delivering cultural change in the furtherance of the principles of equality, diversity, and inclusion.  | <input checked="" type="checkbox"/> |           |
| Evidence of advancing your knowledge and understanding of diversity issues through mandatory EDI training or evidence of courses attended.   | <input checked="" type="checkbox"/> |           |
| Good IT skills at the level required to undertake research, teaching, leadership and management duties.  | <input checked="" type="checkbox"/> |           |
| <b>Other</b>   |                                     |           |
| Meet the University of London standards, as relevant to this role, for the conferment of the title of Professor.   | <input checked="" type="checkbox"/> |           |
| The ability to meet the UK 'right to work' requirements. The University has a legal responsibility to ensure that all potential employees can provide documentary evidence of their legal right to work in the UK prior to commencing employment.  | <input checked="" type="checkbox"/> |           |



# Eligibility Requirements

## Visa Sponsorship

For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and is able to issue a Certificate of Sponsorship (CoS) to successful candidates who are offered skilled roles and meet the eligibility criteria. The CoS enables candidates to apply for a Skilled Worker visa.

For further information on this, please visit: [www.gov.uk/skilled-worker-visa](http://www.gov.uk/skilled-worker-visa)

## Global Talent Visa Route

The Global Talent visa is an alternative route to sponsorship, directly applied for by the applicant. It is open to those wishing to work in the UK and who are a leader or potential leader in the fields of academia or research, arts and culture, and digital technology.

For further information on this, please visit: <https://www.gov.uk/global-talent>

For additional information on both visa sponsorship and non-sponsorship visa routes, please visit the UK Visas and Immigration website: <https://www.gov.uk/browse/visas-immigration/work-visas>

## Academic Technology Approval Scheme (ATAS)

Academics and Researchers applying for Skilled Worker visas and Sponsored Researchers applying for Government Authorised Exchange visas who will be undertaking research activities, at PhD level or above, in the one of the ATAS listed subject areas will be required to obtain an ATAS certificate before they can apply for a visa to work in the UK. Exemptions will exist for nationals from the EEA, Australia, Canada, Japan, New Zealand, Singapore, South Korea, Switzerland and USA and those applying for Global Talent Visas.

For further information on this, please visit: [ATAS-Certificate](#)



# EDI Initiatives

Queen Mary is committed to advancing Equality, Diversity and Inclusion (EDI). We hold a Silver Institutional [Athena SWAN](#) award for advancing gender equality and champion a number of [EDI initiatives](#) across the University. We also offer a number of development programmes including [Springboard](#), [Aurora](#) and [B-MEntor](#).

We are committed to championing EDI relating to all protected characteristics and other underrepresented and marginalised groups under the Equality Act 2010. We offer 'Introducing Inclusion' training for staff to give them an understanding of EDI related issues and provide them with the tools needed to champion inclusivity and embed best inclusive practice in all the work they do.

EDI is built into everything we do at Queen Mary and is championed through a well-established governance structure. If you are interested in learning more about Equality, Diversity and Inclusion at Queen Mary and how to get involved then please contact [hr-equality@qmul.ac.uk](mailto:hr-equality@qmul.ac.uk).

## Flexible Working

Queen Mary is proud of the diversity of its staff and students. We encourage inclusive practices in everything that we do, to ensure that everyone who works here feels valued and enabled to have a positive working experience. We are therefore open to considering applications from candidates wishing to work flexibly, balanced against business need.

Our [Flexible Working Policy](#) includes examples of some of the flexible working arrangements that could be considered. If you feel that this is something that may be of benefit to you, please do ask.

## Family Friendly Policies

Queen Mary recognises the commitments that staff have to their family and the importance of work-life balance. To support this Queen Mary offers a range of [family friendly policies](#) with enhanced rates of pay available for family-related leave, following a qualifying period of service.

## Staff Benefits

To enable our staff to flourish and to reach their full potential throughout their employment at Queen Mary, we offer a range of benefits:

Annual leave - 30 working days (not including bank holidays).

- [Season ticket loan scheme](#)
- [Pension scheme](#)
- [Reward and recognition schemes](#)
- [Cycle to work scheme](#)
- [Qmotion sport fitness centre](#)
- [Employee Assistance Programme](#)
- [Family friendly policies](#)
- [Flexible working practices](#)
- [On-site day nursery](#)



# The Recruitment Process

The University will be supported in this recruitment process by an executive search firm Veredus.

## How to Apply

To apply for this post, please submit the following documentation to Veredus by no later than **9am on Monday, 29<sup>th</sup> April 2024**.

- A CV setting out your career history, with key responsibilities and achievements.
- A Supporting Statement (approx. two pages of A4) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with reference to the Person Specification criteria.
- A completed Equality and Diversity Monitoring Form and a Candidate Supporting Information Form.

Applications should be sent to [education@veredus.co.uk](mailto:education@veredus.co.uk) quoting reference number **15650**.

All submissions will receive an automated response.

If you encounter any issues with your application, please email: [education@veredus.co.uk](mailto:education@veredus.co.uk)

## Important Note

At present, we are looking for a postholder in each of the three themes outlined in this document. Therefore, any progression to the next assessment stages and any potential appointment should initially be made in line with this.

## Further Information

If you have any questions about the role or would like to discuss the post further, please contact our advising consultants at Veredus:

- James Griffin on 07736 491816 / [james.griffin2@veredus.co.uk](mailto:james.griffin2@veredus.co.uk)
- Andra Parvu on 07763 202178 / [andra.parvu@veredus.co.uk](mailto:andra.parvu@veredus.co.uk)
- Veronika Dergal on 07547 769762 / [veronika.dergal@veredus.co.uk](mailto:veronika.dergal@veredus.co.uk)

## Indicative Recruitment Timetable

- Closing Date: 9am on Monday 29<sup>th</sup> April 2024
- Shortlisting: w/c 6<sup>th</sup> May 2024
- Assessments & Final Interview: Between Monday 13<sup>th</sup> May and Friday 20<sup>th</sup> May 2024

## GDPR

At Veredus, we take care to protect the privacy of our candidates and clients. For our privacy notice, please visit: [Veredus Privacy Policy](#)