

Further Particulars

Ref: ATR1267

Reader/Senior Lecturer in Neuro-rehabilitation

School of Health Sciences

Faculty of Medicine and Health Sciences



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The University of East Anglia has a reputation for high-quality research and research-led teaching. At the heart of UEA's innovative thinking is the principle of effective and appropriate interdisciplinary collaboration. Situated on a compact modern campus on the edge of the historic city of Norwich, it lies on the Norwich Research Park which is also home to the 1010 bed Norfolk and Norwich University Hospital and to three BBSRC-funded Research Institutes. There is no stronger concentration of world-leading pure and applied bioscience, alongside first-class clinical facilities, in the UK.

Founded in 1963 the University of East Anglia (UEA) is amongst the top 1% of universities in the world and has been ranked 78th amongst the most international universities globally by the THE. Our excellent ranking is not just a reflection of our exceptional research, but also the quantity of our research which is carried out with partners across the globe.

In the most recent Research Excellence Framework exercise (2014), UEA's research was ranked 10th in the UK for its output and 21st overall amongst all mainstream British institutions. REF confirmed that more than 82% of our research is world leading or internationally excellent.

The University is now seeking to appoint an outstanding Reader/Senior Lecturer in Neuro-rehabilitation.

The post holder will be a research active academic, with natural leadership skills and the ability to help to achieve the School's goals in a complex, multi-stakeholder environment.

The Campus

UEA is based on a campus that provides top quality academic, social and cultural facilities to over 14,000 students. Virtually no part of the campus is more than a few minutes' walk from anywhere else, so everything is close at hand – the library, nursery, health centre, supermarket (incorporating a post office), banking facilities and restaurants.

Amongst the striking buildings is the UEA's Sainsbury Centre for Visual Arts, which contains the Robert and Lisa Sainsbury Collection – one of the greatest art collections formed in Europe during the 20th Century.

Sport and Recreation plays a major part in the life of the University of East Anglia, centred around the £30 million Sportspark which is currently the biggest indoor sports centre in Britain, regularly hosts international sporting events, and incorporates a 50m Olympic size swimming pool, indoor climbing wall, coaching resource centre and sports injury clinic.

In recent years the University has been rated as:

- UK Top 20 (16th Complete University Guide 2015, 18th Times and Sunday Times Good University Guide 2015-16)
- UK 2nd for Student Satisfaction (National Student Survey 2015)
- World Top 1% (Times Higher Education World Rankings 2015-16)
- World Top 100 (Leiden Ranking 2015)

Further information about the University may be found at the University's website: <http://uea.ac.uk>



Faculty of Medicine and Health Sciences

The Faculty of Medicine and Health Sciences is one of the very best in the country for innovative teaching and research excellence in health. Students and staff share a common vision and sense of purpose: to work and study effectively in the ceaseless challenge to improve healthcare. Our supportive culture, superb facilities and close relationship with the NHS and other research partners, make this Faculty a great place to fulfil that vision.

Teaching within the schools has a strong focus on Problem Based Learning, with patient contact from the very outset of our courses. Sound scientific knowledge and inter-professional learning are fundamental across each of our two schools.

The Faculty delivers world class research. The results of the 2014 Research Excellence Framework (REF) demonstrates that, on average, over 85 per cent of our Faculty research is rated as 'world-leading' or 'internationally excellent'. The Faculty continues to take a leading role in the renowned scientific research community in Norwich, cited as the fourth highest city for science research in the UK.

Research in the Faculty covers all aspects of the UK Clinical Research Collaboration pipeline and leads to economic and societal benefits. We have research strengths in: clinical medicine (especially gastroenterology, medical microbiology, musculoskeletal science, cardiovascular medicine and prostate cancer); epidemiology and public health; health services research (including primary care); dietary influences on health; nursing and rehabilitation sciences; and clinical psychology. The science and impact of our research is enhanced by our collaborations across the Norwich Research Park, and which also provides access to an associated range of shared state-of-the-art research facilities.

Our research is underpinned by expertise in a comprehensive range of relevant methodologies including medical statistics, health economics and qualitative research methods. Together with the Norfolk and Norwich University Hospitals NHS Trust, we host the UK CRC fully registered Norwich Clinical Trials Unit. The Faculty is also home to the Norfolk and Suffolk hub of the East of England Research Design Service.

Researchers in the Faculty hold research grants from national and international bodies including the UK Research Councils, the National Institute for Health Research, the European Union, the Wellcome Trust and other major funders of health research.

We are partners in the Eastern Academic Health Sciences Network and the NIHR Collaboration for Leadership in Applied Health Research and Care East of England.

Our research has generated changes in policy and practice, underpinned clinical guidelines and has been exploited commercially to bring economic and health benefits.

Faculty Structure

Each of the four Faculties of the University is led by an Executive Dean, who sits as one of the members of the University's Executive Team (chaired by the Vice-Chancellor). The Executive Dean of FMH is Ian Harvey, Professor of Epidemiology and Public Health. The two Schools within the Faculty of Health are:

- The Norwich Medical School;
- The School of Health Sciences.

The Schools are housed in modern buildings with excellent teaching and research facilities.

All academic staff are appointed to a School and are line managed by their respective Head of School.

The Heads of School, along with a number of functionally oriented Associate Deans (covering research, PGR, teaching and learning, enterprise and admissions) and key senior administrative staff, form the Faculty Executive, which meets fortnightly.

The Heads of School, as the line managers of all academic staff, carry vital responsibilities for both strategic and operational matters relating to research, teaching & learning and enterprise. They and the Faculty Dean, working with the Associate Deans, have ultimate responsibility for ensuring an appropriate and successful balance of research, teaching & learning and enterprise activities.

In the Faculty of Medicine and Health Sciences, Heads of School also have a critical role in building even stronger relationships with partner NHS Trusts and their Chief Executives and Chairs and with other bodies including the Academic Health Science Network for the East of England (of which UEA Health Partners is a member and with Health Education England).

The School of Health Sciences

The School

Head of School: Professor Valerie Lattimer

On 1st August 2014, the Schools of Nursing Sciences and Rehabilitation Sciences at UEA came together to create a new School of Health Sciences. The School's purpose is to resolve health challenges through the advancement of knowledge and interdisciplinary working. This innovative development has built on the strong reputation of the two Schools and creates an outstanding learning environment for students; fostering cutting edge research and offering opportunities for real innovation in enterprise development.

The School of Health Sciences encompasses a family of interrelated disciplines; midwifery, all fields of nursing, operating department practice, paramedic science, physiotherapy, occupational therapy and speech and language therapy. Our research is focussed on developing solutions to future global health challenges as a consequence of our life style choices (e.g obesity, diabetes); living longer with long term conditions and the need for systems, services and training models to adapt to different health care needs in the future.

We have a clear vision and strategy to be a leading international academic force in our field, improving the quality of healthcare through our research and education.

The School's academic structure is designed to secure the delivery of our strategy. Staff belong to one of three health challenge units which drive innovation in research, teaching and learning in three theme areas: reforming health systems; promoting family and community health and living well with long term conditions. The groups foster a collaborative ethos and serve as an academic 'home' community for those with related interests from a variety of professional backgrounds. We support our academic staff to actively engage in practice and provide opportunities to extend personal development linked to performance.

As a School community we are committed to sustained engagement with staff, students, service users and carers and we aim to be in tune with the priorities and requirements of our NHS partners and other providers at a time of considerable change and resource constraint in the wider economy. We have developed excellent partnership working with other HEIs, commissioners and health care providers in the region and work closely with clinical colleagues to maintain and develop clinical experience for students, as well as providing a mechanism for incorporating their role as mentors and clinical educators into lifelong learning.

We currently have over 1300 undergraduate, pre-registration students and around 1200 post registration and postgraduate students taking a variety of modules and courses, including our flagship NIHR Masters in Clinical Research. The success of the School is reflected by the popularity of its programmes and a number of measures of esteem. The School is ranked 5th for nursing and midwifery and 7th for health professions in the Guardian University Guide (2015) and has recently climbed four places to 8th place for nursing in the Complete University Guide (2015).



Norwich Research Park

UEA is one of six organisations that together form the Norwich Research Park (NRP) Partnership. These organisations are co-located on the south-western outskirts of Norwich.

They are:

- UEA;
- Norfolk and Norwich University Hospital (1,010 bed acute hospital housed in modern buildings with over 300 consultant staff);
- Institute of Food Research (BBSRC);
- The John Innes Centre for Plant and Microbial Science (BBSRC);
- The Genome Analysis Centre (BBSRC);
- The Sainsbury Laboratory.

These organisations have a shared high level strategy (the Norwich Science Vision) which is being realised through UEA, BBSRC, BIS and EU funding. There is an agreement to share infrastructure and facilities and maximise scientific interactions.

The NRP is the location for over 2,000 scientists and postgraduate researchers. It hosts more highly cited scientists than any UK city other than Cambridge, Oxford and London. More information about the NRP can be found from <http://www.norwichresearchpark.com/home.aspx>.

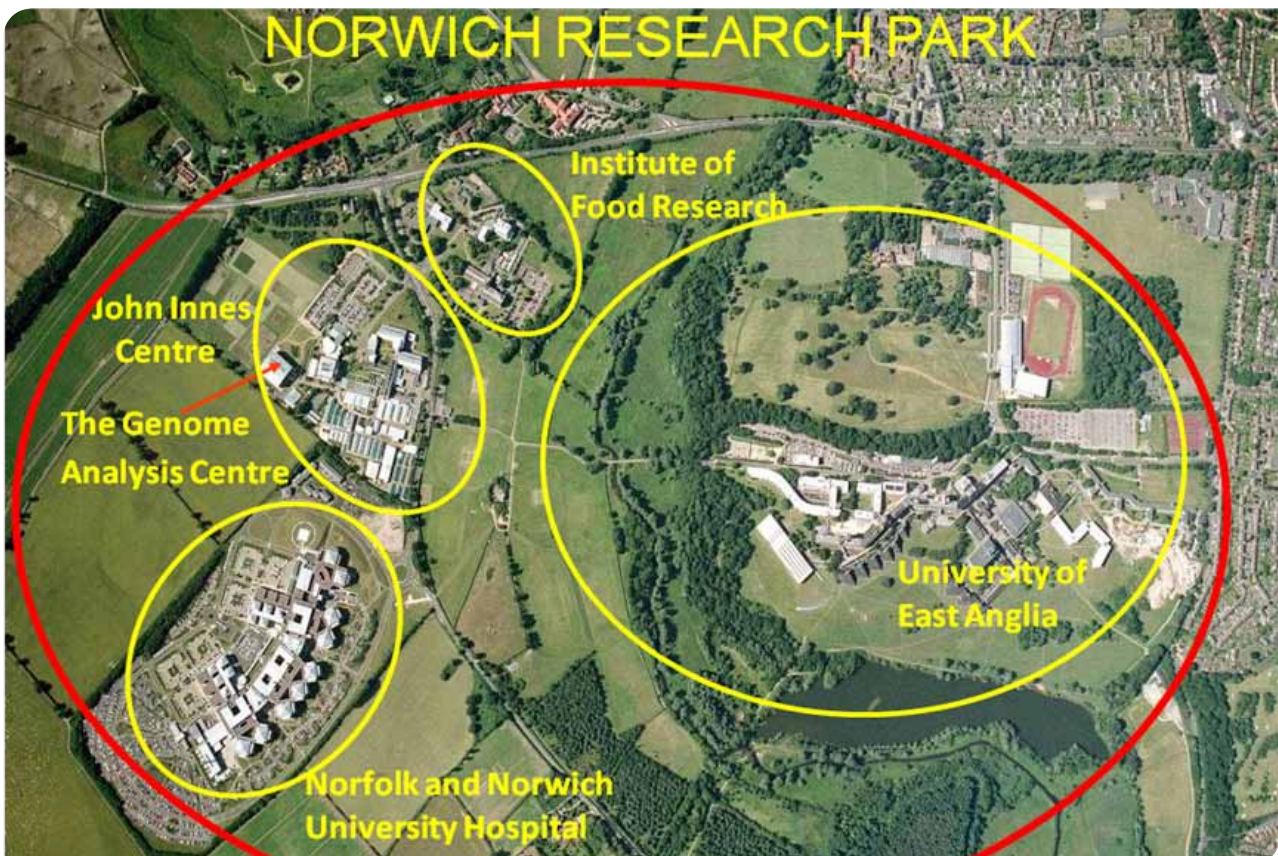
Norfolk and Norwich University Hospitals NHS Foundation Trust (NNUH)

The Norfolk and Norwich University Hospital (NNUH) is a 1,010 bed hospital and treats 450,000 outpatients per year. It is also a teaching hospital for health professionals studying at the University of East Anglia.

NNUH has a Research and Development department which supports the development, approval and running of research projects and the R&D Director is a UEA employed clinical academic. At any one time there are around 400 studies, ranging from small studies to those that are multi-site across the UK and in other countries. The NNUH has specialist service departments and facilities (Pathology, Radiology, Pharmacy and Cellular Pathology) that are key to this research. There is a Clinical Research Facility (CRF) and an NIHR-registered Clinical Trials Unit (CTU) run jointly with UEA.

Areas of research excellence include chronic diseases (particularly Gastroenterology, Diabetes and muscular skeletal problems) and platform technologies relating to Radiology and Advanced Imaging (state-of-the-art 3T MRI scanner), and Microbiology.

The NNUH has entered into a clinical academic initiative with the Norwich Medical School to appoint over 30 senior and junior clinician scientists in a range of disciplines that integrate with the expertise elsewhere on the Norwich Research Park.



Academic Appointments at UEA

The University appoints academic staff to both Academic, Teaching and Research (ATR) which have a strong research focus, and Academic, Teaching and Scholarship (ATS) posts which have a strong teaching focus.

Successful candidates are appointed into one of these categories, as advertised, dependent upon their level of research experience, activity and output.

Common to both ATR and ATS staff at UEA is an expectation of appropriate contributions to teaching and related activities and to enterprise and engagement, which for ATR staff should build on their research activities. Enterprise and engagement involves academic staff in the use of or development of intellectual capital which benefits the University, through interactions with non-academic sectors, through academic enterprise and business and through community engagement.

Academic staff within the Faculty benefit from a strongly supportive environment for these highly valued activities, with:

- dedicated Associate Deans for Learning and Teaching, Research, Enterprise, and Admissions;
- a dedicated Business Development Manager;
- an appropriate reduction in administrative responsibilities for Lecturers on probation;
- a supportive administrative infrastructure. The Dean is able to draw on expert finance and HR support.

Academic members of staff appointed to an ATR post are expected to develop and maintain research profiles at REF 3-4* levels. This includes developing and implementing research ideas, acquiring research funding from high quality competitive sources, supervising research students, publishing in high quality peer-reviewed journals and disseminating research findings to relevant non-academic audiences.

Staff benefit from:

- appropriate support in all aspects of their research activity;
- a well-resourced Research and Enterprise team to support the process of submitting research grant applications;
- collaborations with clinicians in a wide range of clinical specialities across the region;
- strong collaboration within the Faculty of Medicine and Health Sciences and with other Schools and academic disciplines across the University, especially the Schools of the Science Faculty, which include biological sciences, pharmacy, chemistry, computing and environmental sciences;
- access to expertise in both quantitative and qualitative research.

The balance of academic duties is appropriately taken into account in the agreed workload distribution for each member of academic staff.

Members of staff are expected to engage in, and supported towards, further appropriate personal development and skills acquisition.



The Post

The School of Health Sciences is seeking a highly motivated and ambitious research-active individual to join the school as Reader or Senior Lecturer in Neuro-rehabilitation, to strengthen its internationally leading neurorehabilitation research activity.

The post holder will contribute to leadership and development of the Neurorehabilitation research group and build and lead an independent programme of research with impact, complementing the existing research strengths in early phase trials of neuroscience-based rehabilitation interventions.

The School expects the post-holder to maintain publication and grant securing activity at a level and standard that equates to at least 3 star (with trajectory to four star) in the Research Excellence Framework (REF) for UK Universities, being internationally competitive and able to develop funded research with appropriate input to teaching, and enterprise and engagement.

Post-holders for all Academic Teaching and Research positions in the School of Health Sciences undertake a combination of research, teaching, professional development, and administration duties, with the exact time commitments and breakdown of responsibilities to be agreed upon with the successful candidate.

Applicants may come from any complementary neurorehabilitation field, for example physiotherapy, occupational therapy, psychology, nursing, biomechanics, neurophysiology etc. We particularly welcome applicants who have research expertise in conducting early phase and/or pragmatic (definitive) trials of multi-faceted (complex) neurorehabilitation interventions

Infrastructure:

State of the art laboratory facilities for clinical exercise physiology, biomechanics and neurophysiology which are currently combined for analysis of human movement and exercise interventions applicable to many research areas (MoveExLab) <https://www.uea.ac.uk/health-sciences/research/acquired-brain-injury-rehabilitation-alliance/research-facilities>

The Norwich Electronic Assistive Technology (NEAT) facility fully furnished as a domestic bungalow, fitted with the latest and best in AT equipment ranging from high tech electronic AT through to simple low tech devices.

Accredited Norwich Clinical trials Unit (CTU), including expert methodological, statistical and health economics expertise.

Job description

Key responsibilities of the post will include:

- leading an internationally competitive research programme in an area that complements the existing neurorehabilitation research programme in the School;
- attracting and developing a cohort of post-graduate research students in the area of neurorehabilitation;
- attracting external research funding from at a level commensurate with appointment, with an ongoing commitment to research output;
- publishing in high impact journals appropriate to the subject area and through other means of dissemination to enhance research impact;
- strengthening UEA's national and international links;
- acting as a mentor to less experienced colleagues within the School;
- contributing to and implementing the School research strategy;
- contributing to Research Excellence Framework 2020;
- contributing to undergraduate and postgraduate teaching, curriculum development and assessment in areas of expertise;
- undertaking appropriate enterprise activity;
- undertaking administrative duties within the School and Faculty as requested by the Head of School or Executive Dean of Faculty;
- establishing and maintaining positive interpersonal relationships with other staff members; and
- demonstrating a commitment to own personal development within the post.

Person Specification

The successful applicant will be expected to evidence:

- a good first degree (2:1 or above) and a PhD (or equivalent experience) in an area relevant to neurorehabilitation;
- a track record of publishing in peer-reviewed scientific journals with outputs at least REF-grade 3* with clear trajectory to 4*;
- attainment of external funding from competitive sources, with clear potential for securing future research income from peer-reviewed sources such as NIHR, MRC, NIH, EU and charities;
- experience of leading at least one externally funded study to successful completion;
- clear potential for leadership of an internationally recognized research group;
- supervision of post-graduate research students to award of PhD;
- commitment to research-led undergraduate, post-graduate and post-registration teaching;
- experience of, or potential for, enterprise/engagement
- excellent communication and team working skills;
- a high degree of self-motivation and ability to organise own time and work load;
- excellent organisational and presentation skills; and
- a commitment to own personal development.

Informal Discussions

We welcome informal contact and should you wish to discuss the role or arrange an informal visit, please do not hesitate to contact Professor Valerie Pomeroy, Professor of Neurorehabilitation, on 01603 591668, or by email on V.Pomeroy@uea.ac.uk, or Professor Francine Cheater, Professor of Public Health & Implementation Science, on 01603 597132 or by email on F.Cheater@uea.ac.uk.

General Information

Relating to Terms and Conditions of Appointment at UEA

Terms and Conditions of Appointment

The candidate to whom an appointment is offered will receive a full statement of the terms and conditions of appointment for Academic Staff, but it may be appropriate at this stage to draw your attention to the following:

Duties

A member of faculty is required:

1. (a) to promote the study of his/her subject by teaching and research;
- (b) to assume such duties and responsibilities appropriate to the appointment as may be assigned to him/her by the governing bodies of the University or by the Dean (Executive Dean in the case of Heads of School) or Director, as appropriate, acting on their behalf;
- (c) to examine without further payment in the examination for degrees and diplomas of the University when required to do so.

The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during the working week in support of these goals. Absences for significant periods are by agreement with the Head of School or Head of Division.

Salary

£47,328 to £54,841 per annum. The appointment will be in accordance with the terms and conditions for Academic Teaching and Research (ATR) staff.

Starting date

The post is available immediately. This academic post is available on an indefinite full-time basis, at the earliest mutually agreeable date.

Relocation expenses

Relocation expenses are reimbursable subject to the successful candidate meeting certain criteria.

Annual Leave Entitlement

There is an annual holiday entitlement of six weeks, plus statutory (8 days) and customary (6 days) holidays.

Superannuation

The post is superannuable under the Universities Superannuation Scheme or, for staff already in membership, the NHS pension scheme whilst a member of the Norwich Medical School.

Disclosure and Barring Service check

This appointment may be subject to an Enhanced Disclosure from the Disclosure and Barring Service that is satisfactory to the University. Further details outlining the procedure will be sent to you on receipt of your signed Acceptance of Appointment Slip.

Please note: you are expected to meet the cost of obtaining a satisfactory Disclosure and a deduction will automatically be made from your salary shortly after receipt of the Disclosure. The present cost of an Enhanced Disclosure is £44. In connection with the DBS Disclosure, please also note that this post is concerned with the provision of health services and is excluded from the provision for non-disclosure of spent convictions under the Rehabilitation of Offenders Act.

Occupational Health Assessment

Appointment will be subject to a satisfactory Pre-Employment Health Check to be carried out by the University's Occupational Health Service.

Entitlement to Work in the United Kingdom

If you are shortlisted for interview you will be asked to bring to interview original documentary evidence of permission to work in the UK. Candidates invited to interview will be provided with a list of appropriate documents that can be provided as evidence. Please DO NOT provide this with your application.

Due to the nature of this role and the level of qualifications required, please note that immigration legislation allows the University to apply for a sponsorship certificate for this post. Where appropriate, the University will apply for a sponsorship certificate from the Home Office UK Immigration and Visa Service on behalf of the candidate offered employment. The individual will be required to supply original documents and certificates to support this application.

Workers from outside of the EU who do not have current residency status within the UK and will require entry clearance or leave to remain approval from the Borders Agency should familiarise themselves with Tier 2 (General) of the Points Based System operated by the Home Office. Details are available at <https://www.gov.uk/visas-immigration>.

Application and Recruitment Process

Application Process

You should submit a covering letter and three paper copies of your curriculum vitae, or one copy if submitting the application by e-mail, along with a completed application form and equal opportunities monitoring form.

Your completed application form should quote the [appropriate reference code](#) as indicated on the front page of this brochure and be returned by **12 noon** on **14 December 2015**.

You can find an application form at <http://www.uea.ac.uk/hr/vacancies/> or by telephoning the Human Resources Division on **01603 593034**.

You should return the application to us either electronically as an e-mail attachment to hr@uea.ac.uk, or by posting it to the [Human Resources Division, University of East Anglia, Norwich, NR4 7TJ](#).

Postal applications will not be acknowledged unless a stamped addressed envelope or postcard is supplied.

Please note that applications received after the closing date will not normally be accepted.

Equal Opportunities Form

Please note that an Equal Opportunities Monitoring Form must be completed and returned with ALL applications, whether submitted by post or by email. If submitted by email, the Equal Opportunities Monitoring Form must be sent as a separate document/attachment to the Application Form

The Equal Opportunities Monitoring Form will be detached from the received application before short-listing takes place and will not form any part of either the short-listing or decisions making process.

Proof of Qualifications

The person specification for this post lists qualifications that are essential and/or desirable and you may hold some or all of these qualifications. Please note that if you are offered a contract you may be asked to provide original certificates of these educational and professional qualifications. Please **DO NOT** provide these with your application.

Referees

In naming referees in your application, you are requested to give only those who can immediately be approached and one of these must be your current employer, or if not employed your most recent employer.

Interviews

Short-listed candidates will be asked to give a presentation to members of the School before formal interview. Candidates invited to interview will be advised of the presentation topic and timing.

Candidates invited to interview may be asked to provide electronic copies of two of their recent research publications which they consider to be amongst their best. **Please DO NOT submit these with your application.**

Reasonable travel and incidental expenses incurred in attending the interview will be reimbursed. (Please ensure that you keep all receipts). Please note that if you are offered a post and decline the offer, travel and incidental expenses will not be reimbursed. Detailed information on the allowances will be provided on the expenses claim form which will be sent to you if you are invited to interview.

It is anticipated that presentations and interviews will take place in the School in January 2016. Candidates who have not heard by 15 January 2016 should assume their application has been unsuccessful.



Norwich & the Norfolk Region

The city's motto is "A fine city" and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. Norwich offers miles of riverside walks and cycleways, a unique collection of 1930's parks and the 150 acre Mousehold Heath. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast. This coastline is renowned for its unspoilt natural beauty, miles of sandy beaches and all forms of water sports, from sea fishing to windsurfing.

Norwich is a UNESCO World city of Literature, the first in the UK, as well as being one of the newly named Tech Cities recognising the growth of digital businesses in the region.

The most prominent high rise building, apart from the castle, is the magnificent 11th century cathedral, which still dominates the skyline. The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's newest centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity. The city is consistently rated as one of the top ten shopping venues in the UK.

Norfolk and Suffolk attract thousands of visitors each summer. The famous Norfolk Broads are among the most important wetlands in Europe and a haven for rare plants, wildlife and insects. The Broads attract holidaymakers who come to navigate the intricate natural network of waterways formed by the Rivers Bure, Yare and Waveney and their tributaries. To the south is the picturesque town of Southwold, with its Victorian seafront, and Aldeburgh, renowned for its annual summer music festival held at the Maltings of Snape.

“If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.”

Stephen Fry

