



UNIVERSITY
OF HULL



Candidate Brief

Yorkshire Cancer Research
Career Development Fellowship

APPOINTMENT WILL BE ON THE UNIVERSITY GRADE 8



EXECUTIVE SUMMARY

This candidate pack sets out the role description, person specification and the application protocol. It also provides background information regarding the University of Hull, the city of Kingston upon Hull and the East Riding of Yorkshire.

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MESSAGE FROM THE VICE-CHANCELLOR



I welcome your interest in the University of Hull and am delighted that you are considering applying for the post of Yorkshire Cancer Research Career Development Fellowship at what is an exciting time for the University of Hull.

The University of Hull's vision emphasises the pursuit of excellence. Our plans are bold, ambitious and investment-driven. They build on a proud heritage of academic achievement over almost ninety years, whilst clearly positioning the University of Hull as a forward-looking and engaged university that contributes proactively towards creating and shaping a better future through its passion for advancing knowledge, education and empowering people. We pursue our academic endeavours in the international arena, whilst at the same time being strongly positioned as an anchor institution in our local and regional communities. A key objective is to enhance the University's stature and reputation, as it navigates the fast changing challenges of the higher education landscape.

The University of Hull is in the midst of a period of significant renewal across the institution, aimed at bringing about transformative change in performance. The Strategic Plan (2016–2020) articulates our long-term vision, our strategic intent and our priorities for the period to 2020. We shall attain these through significant investment – investment in our people and student experience, our academic endeavours, our infrastructure and our ambitions and capacity to grow.

I very much look forward to receiving your application for what will be a stimulating, challenging and professionally fulfilling role. Please do not hesitate to let us know if you require more information.

Yours sincerely,

A handwritten signature in black ink that reads "Glenn Burgess". The signature is written in a cursive, flowing style.

Professor Glenn Burgess
Acting Vice-Chancellor

The Acting Vice-Chancellor, Professor Glenn Burgess

Professor Glenn Burgess is acting Vice Chancellor of the University. He joined the University's Executive team in 2010, being appointed as Pro-Vice-Chancellor (Learning and Teaching) on 1 February 2010. He moved to the new roles of Deputy Vice-Chancellor and Pro-Vice-Chancellor (Academic Affairs) with effect from June 2014.

Professor Burgess was born in New Zealand, and educated there (Victoria University of Wellington), as well as at the University of Cambridge, where he completed a PhD in 1988. He returned to New Zealand to teach at the University of Canterbury, Christchurch from 1988 to 1994, when he joined the History Department at Hull. Professor Burgess was awarded a personal chair in 1998. He served as Head of Department of History from 2003 to 2009 and has also served as Deputy Dean for Research in the Faculty of Arts and Social Sciences. He has been a member of Senate since 2001.

Professor Burgess's research interests lie in the history of Tudor and Stuart England, the history of political thought, and the philosophy and theory of history. His major publications include *The Politics of the Ancient Constitution: An Introduction to English Political Thought 1603-1642* (1992); *Absolute Monarchy and the Stuart Constitution* (1996); *British Political Thought 1500-1660: The Politics of the Post-Reformation* (2009); and, as editor or co-editor, *The New British History: Founding a Modern State 1603-1715* (1999); *English Radicalism, 1550-1850* (2007), *European Political Thought 1450-1700* (2007) and *England's Wars of Religion, Revisited* (2011). He has written nearly 40 essays and articles.

Professor Burgess is a Fellow of the Royal Historical Society, and has served on its Council. He is a member of the Governing Body at Hymers College and a Director and Trustee of Hull 2017 City of Culture; and he sits on Hull's City Leadership Board.



YORKSHIRE CANCER RESEARCH CAREER DEVELOPMENT FELLOWSHIP

Institute for Clinical and Applied Health Research, Hull York Medical School/School of Health and Social Work, Faculty of Health Sciences

Duration: 5 years

Pay band: Academic, band 8

Background and Context

Cancer outcomes are poorer in Yorkshire than in England as a whole and especially poor in Hull. People with higher socioeconomic status have substantially better health than those with lower socioeconomic status; this is also true of cancer outcomes. Yorkshire Cancer Research (YCR) has awarded the University of Hull a £4.9m programme of research to tackle these cancer inequalities. As a result of this investment we are seeking to recruit five applied health scientists as career development fellows to take forward applied cancer research. These prestigious fellowships will address key gaps in knowledge related to inequalities in experience of and outcomes from cancer, especially related to age and socio-economic differences in the following areas: early diagnosis and detection, patient management, survivorship and palliative care.

Each of these fellowships will be accompanied by an attractive package to support research and personal development and the expectation is that the postholders will use these fellowships to establish themselves as independent applied health researchers with expertise in cancer and outcomes and /or care.

The University of Hull has ambitious plans for research growth to become a world leader in applied health and clinical research, and to conduct outstanding research of relevance to our local area. This vision is being enabled by a £28m investment by the University in a new Health Campus development and the establishment of an Institute for Clinical and Applied Health Research (ICAHR), dovetailing with the Yorkshire Cancer Research award. The formation of the Institute is supported by a major investment in academic staff and the establishment of strong methods and support infrastructure. The Yorkshire Cancer Research Career Development Fellows will be based in this new Institute, either within the Hull York Medical School (HYMS) or the School of Health and Social Work (SHSW) depending on the best fit of the Fellow. Both are Schools within a new Faculty of Health Sciences, which also includes the School of Life Sciences. It will be based within the new Allam Medical Building which is due to open in Summer 2017.



Brynmor Jones Library



THE HULL YORK MEDICAL SCHOOL (HYMS)

The Hull York Medical School is a collaboration between the University of Hull, the University of York and the NHS. HYMS operates from both University campuses and within teaching hospitals and general practices throughout the Yorkshire and Humber region. HYMS is a young medical school which is developing a growing reputation for its teaching and research. In addition to delivering a top-quality programme of medical training and a growing portfolio of postgraduate programmes, HYMS' academic and clinical researchers across Hull and York have a strong reputation for the quality and impact of their work. In REF 2014, over 85% of research across HYMS was assessed as world leading or internationally excellent and HYMS' researchers currently account for 40% of research awards by value at the University of Hull.

THE SCHOOL OF HEALTH AND SOCIAL WORK (SHSW)

SHSW is comprised of five subject areas, which reflect areas of academic and professional expertise: Nursing, Midwifery, Paramedical, Perioperative and Advanced Practice, Psychological Health, Wellbeing and Social Work and Professional Development and Associated Health and Social Care Disciplines. Staff work closely with local health and social care providers to deliver innovative programmes of study that enhance the knowledge and skills of health and social care workers, improving the care experienced by patients and clients. SHSW has a rapidly expanding research portfolio with a focus on Health Technology, Innovation and Intervention, Wellbeing in Long Term Conditions and Maternal, Reproductive, Relationships and Sexual Health.

THE INSTITUTE FOR CLINICAL AND APPLIED HEALTH RESEARCH (ICHR)

The Institute for Clinical and Applied Health Research is a vehicle to enable a step change in applied and clinical research at the University of Hull. In recent months we have appointed Professors in Palliative Care Research (started February 2017), Primary Care Research (to start July 2017) and Oncology Imaging (to start October 2017), plus Senior Lecturers in Respiratory Medicine, Vascular Surgery and Primary Care Research. We are currently recruiting methodologists to a variety of Senior Lecturer positions, including statistics, epidemiology and evidence synthesis. Further recruitment over the next few months are planned to the following positions: Professor of Nursing, Professor and Senior Lecturer in Maternal and Child Health, Senior Lecturer in Knowledge Mobilisation and Implementation Science, and several clinical academic appointments. Supportive post doctoral and PhD studentships will be advertised in Palliative Medicine, Primary Care and Maternal and Child Health.

The investment in ICAHR is enabling us to build on recent successes in applied health research. This includes a substantial grant from the Wolfson Foundation to form the Wolfson Palliative Care Research Centre (WPCRC), led by Professor Miriam Johnson, Professor of Palliative Medicine in recognition of our strong palliative care research programme and its specialist and primary care links. The WPCRC will be situated in the new Allam Medical Building embedded in the ICAHR. Through the WPCRC, directed by Prof Johnson, supported by associate research directors Prof Macleod (primary care) and Prof Fliss Murtagh and Prof David Currow (palliative care), the palliative care research programme will increase its status as a world leader allowing a progressive increase in the volume and range of high quality research, relevant to the needs of people living with and dying from serious illness, their families and communities.

In the last few years, we have been awarded grants from NIHR, Department of Health Policy Research Unit Programme, British Heart Foundation, Cancer Research UK, Dunhill Medical Trust, Yorkshire Cancer Research and Marie Curie Cancer Care. Examples of current projects include:

- Cancer Diagnosis via Emergency Presentation Study (Empress) – a case control study seeking to understand the known poorer outcomes for patients with lung and colorectal cancers diagnosed during an emergency presentation compared with those diagnosed via the urgent two-week wait pathway. This is funded by Cancer Research UK.
- Reducing inequalities in care for people with cancer and palliative care needs: a programme of work for cancer patients and caregivers in the community based in Yorkshire, funded by Yorkshire Cancer Research.



This is our time




The University of Hull is proud to be part of the £28-million new health campus. The Allam Medical Building will provide state-of-the-art facilities for the future of health care.

Welcome to the Allam Medical Building, part of a £28-million new health campus

This development is part of an investment of £28 million in new programme development and building, which is being made possible by the Allam Medical Building which provides state-of-the-art facilities for the future of health care.

PAUL SMITH
J.L. BOWLING

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YORKSHIRE CANCER RESEARCH CAREER DEVELOPMENT FELLOWSHIPS

We are seeking to appoint five Yorkshire Cancer Research Career Development Fellowships in addition to one Senior Research Fellowship (at Band 9). These Career Development Fellowships are intended for post-doctoral applied scientists, who have already showed signs of academic independence and who will be supported to become established independent researchers. Each post is accompanied by an attractive support package of 30K pa for the first three years to support this development. This resource may be used for training, data costs, or to support a PhD student, for example. We are committed to appropriate mentoring and support throughout the period of the fellowship and it is expected that contracts will be moved to open contracts if posts are successful. Fellows will be expected to develop research funding applications. They will be supported by a number of cross cutting post-doctoral positions (evidence synthesis, statistics and qualitative research), funded for the first three years of the programme, to develop high quality research funding applications. We also expect to recruit several clinical doctoral students in 2018 and depending on areas of expertise Career Development Fellows will have an opportunity to provide supervision. They will be appointed in Nutritional support, Palliative Medicine, Primary Care Oncology, Cancer Nursing and Geriatric Oncology.

The research areas this programme is addressing relate to the interest and expertise of the investigators. This work will take place in three strategic areas, our aim being to establish a cancer inequalities research platform in Hull, underpinned by methodological research infrastructure.



Possible areas of work include:

1. Early diagnosis and detection

- Testing interventions to improve screening uptake in socio economically deprived populations
- Development of interventions to prompt help seeking with potential cancer symptoms
- Conduct trials of models to assist cancer diagnosis within primary care.

2. Patient Management

- Development, refinement and evaluation of geriatric assessment methods in routine oncology practice
- Development of a multi-disciplinary intervention to optimise physical function and nutritional status in older people with cancer
- Development of new models for organising and managing resources flexibly in order to address the diverse needs of different patient journeys effectively and efficiently.

3. Survivorship and palliative care

- Developing and testing targeted personalized family and carer support
- Identification and testing of tools for use in clinical practice to diagnose and manage emotional distress in newly-diagnosed cancer patients and their families
- Develop an assessment tool for use in oncology to assess palliative care needs
- Understanding key aspects of cognition in patients with advanced cancer, and how to prevent and/or intervene
- Develop and test a complex intervention to prevent and manage of delirium in the hospice population
- Develop support for family and professionals in dealing with childhood bereavement.





YORKSHIRE CANCER RESEARCH PROGRAMME MANAGEMENT

The programme is led by Prof Una Macleod, Professor of Primary Care Medicine and Prof Miriam Johnson (co-PIs) and Prof Michael Lind, Professor of Oncology. Other investigators in the University of Hull are Dr Jason Boland, Senior Lecturer in Palliative Medicine; Professor David Currow, Professor of Palliative Medicine; Dr Dianne Dean, Marketing and Business Strategy; Professor Graeme Duthie, Professor of Surgery; Dr Judith Dyson, Senior Lecturer in Implementation Science; Professor Anthony Maraveyas, Professor of Oncology; Professor Yasmin Merali, Professor of Systems Thinking; Dr Liz Mitchell, Senior Lecturer in Primary Care Research; Professor Fliss Murtagh, Professor of Palliative Medicine; Dr Julie Seymour, Reader in Medical Sociology; Dr Pia Wohland, Lecturer in Health Inequalities. HYMS colleagues in the University of York supporting this programme are Dr Victoria Allgar, Senior Lecturer in Medical Statistics, Dr Rhian Gabe, Reader in Clinical Trials, Dr Steven Oliver, Senior Lecturer in Population Health and Dr Najma Siddiqi, Senior Lecturer in Psychiatry.

The programme will be underpinned by excellent professional support. We will appoint a programme co-ordinator, administrator and community engagement officer. We already have an engaged PPI group, which we will develop. We also have resource for an International Advisory Panel, bespoke staff development, an annual YCR lecture and data and library costs.

SPECIFIC DUTIES AND RESPONSIBILITIES

This post is intended to enable Fellows establish themselves as independent researchers. They are expected to obtain research funding from NIHR and other key funders. The post-holder will have a background in a relevant applied health research discipline and experience in applied cancer research.

Key duties are summarised below

The post holder will:

- Develop an area of the research programme to establish themselves and Hull as a centre of excellence in this area.
- Design, conduct and disseminate outstanding research
- Develop a personal research strategy which fits with the Programme, School and Faculty research strategy resulting in successful research funding applications
- Produce high quality research publications
- Collaborate with colleagues within the Institute, School and University
- Develop national and international collaborations
- Supervise research staff and PhD students
- Engage with Yorkshire Cancer Research, and support the charity in its public engagement activities
- Support/mentor existing and new post-graduate students and researchers

The applicant must have the following qualifications/experience:

- PhD or equivalent in a subject relevant to applied health services research
- An emerging reputation within applied cancer research
- We value diversity and we are committed to recruiting and supporting staff and students from all sectors of society. The Hull York Medical School holds a silver Athena SWAN award. We are committed to developing staff and actively encourage and support staff development opportunities and would expect the successful candidate to be capable of moving into leadership roles in the School, Faculty and University. We will support their development to this end.
- In your covering letter please refer directly to the criteria, given in the person specification below. Applications are assessed by the selection panel according to these criteria.

YORKSHIRE CANCER RESEARCH CAREER DEVELOPMENT FELLOWSHIP

Generic job description

The job duties and responsibilities listed below are intended to describe the general nature of the role. The duties and responsibilities and the balance between the elements in the role may change or vary over time depending on the specific needs at a specific point in time or due to changing needs in the department.

Overall Purpose of the Role

This role will be carried out by individuals with extensive experience in research usually by progression from the corresponding band 7 role. Direct appointments to this level may be made where it is clear the staff have appropriate experience.

At this level, role holders' contribution spans research and related administration, though the weight allocated to each of these strands will vary from role to role and from time to time for individual role holders.

The role holder:

- Will have extensive research experience within subject specialism and conduct individual and collaborative research projects, including developing research objectives and proposals which will be advancing the state of knowledge in their particular discipline.
- Write individually or contribute to publications and present at conferences or other events.
- Will contribute to department/faculty through leadership and management and have the ability to take responsibility for effective deployment of resources, contribute to the broader management processes and have skills in managing and motivating staff.

Role holders at this level will be expected to be establishing a reputation nationally and emerging reputing internationally within their academic specialism.

Main Work Activities

Research

- Develop research objectives, projects and proposals
- Conduct individual or collaborative research projects
- Identify sources of funding and contribute to the process of securing funds
- Write or contribute to publications or disseminate research findings or programme outputs using other appropriate media
- Make presentations at conferences or exhibit work at other appropriate events
- Develop programme related objectives, projects and proposal

Liaison and Networking

- Build internal contacts and participate in internal networks for exchange of information and to form relationships for future collaboration and to
 1. progress their research
 2. Develop links and join external networks to share information and identify future potential sources of funding.
 3. Work with colleagues on joint projects as required.
 4. Attend and contribute to relevant meetings.

Relationships and Team working

- In addition to core administration for the individual's own work, contribute to the process of admissions, examinations, the REF, attendance records and health and safety matters relating to practicals
- Monitor and ensure effective management of assets and budgets allocated as part of the role
- May involve managerial responsibility for some support staff
- May be expected to supervise the work of others, for example, research teams, projects or as a PhD supervisor
- Advise and support colleagues with less experience and advise on personal development
- Act as a responsible team member and develop productive working relationships with other members of the team
- Undertake specific departmental roles as may be require
- Participate in relevant professional activities

Additionally the post holder will be required to:

- Fulfil the employees' duties described in the University's health and safety policies and co-operate with the health and safety arrangements in place within the department. May be required to undertake specific health and safety roles on request e.g. Display screen equipment assessor, departmental safety officer, fire warden etc.
- Show a commitment to diversity, equal opportunities and anti-discriminatory practices this includes undertaking mandatory equality and diversity training.
- Comply with University regulations, policies and procedures.

PERSON SPECIFICATION – Research Band 8

SPECIFICATION	ESSENTIAL	DESIRABLE	EXAMPLES MEASURED BY
<p>Education and Training Formal qualifications and relevant training</p>	<ul style="list-style-type: none"> • A good degree and a PhD in relevant discipline • Recognised professional accreditation (where appropriate) 		<p>Application Interview Other</p>
<p>Work Experience Ability to undertake duties of the post</p>	<p>Evidence of</p> <ul style="list-style-type: none"> • Reputation nationally and internationally for research, reflected in sustained output, level of innovation, impact on discipline or profession and recognition in high-impact factor journals • Research experience of applied or clinical cancer research • A track record of attracting research funds 	<ul style="list-style-type: none"> • A significant number of presentations at national and/or international conferences. 	<p>Application Interview Other</p>
<p>Skills and Knowledge Includes abilities and intellect</p>	<p>Evidence of</p> <ul style="list-style-type: none"> • An ability to communicate complex conceptual ideas to widely divergent audiences. 	<p>Evidence of active contribution and influence in the following areas</p> <ul style="list-style-type: none"> • Effective management of research project resources • Ability to motivate research teams to deliver high quality outputs 	<p>Application Interview Other</p>
<p>Personal Qualities Includes any specific physical requirements of the post – (subject to the provisions of the Equality Act 2010) This includes information about how you meet the requirements under additional information as stated in the job description documentation.</p>	<p>Evidence of</p> <ul style="list-style-type: none"> • A positive contribution to University activities and initiatives including open days, graduation ceremonies etc. and willingness to undertake administrative activities • Working in an open and transparent way, providing information and communicating effectively with colleagues • Collaborative working • Continuous Professional Development. 		<p>Application Interview Other</p>

