



UNIVERSITY
OF HULL



Candidate Brief

Yorkshire Cancer Research
Senior Fellowship

UNIVERSITY APPOINTMENT ON THE UNIVERSITY GRADE 9

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 Senior 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 SENIOR FELLOWSHIP

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

Duration: ongoing

Pay band: Academic, band 9

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 a senior researcher to lead this programme of research. We have configured this as a personal Senior Fellowship and it will be accompanied by an attractive package to support research and personal development. The appointed Fellow will oversee this programme which will include five Career Development Fellows (at Band 8), while establishing themselves as a leader in applied cancer research. All these 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.

The University of Hull has ambitious plans for research growth in applied health and clinical research: our vision is to be a world leader in well-designed applied health 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). The formation of the Institute is supported by a major investment in academic staff and the establishment of strong methods and support infrastructure. The award by Yorkshire Cancer Research dovetails with this investment by the University of Hull. 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 now 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.



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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.





YORKSHIRE CANCER RESEARCH SENIOR FELLOWSHIPS

We are seeking to appoint a senior applied health researcher as Yorkshire Cancer Research Senior Fellow. This is a prestigious appointment and comes with an open contract and for the first three years a support package of 50K per annum. This Fellow will lead this programme and support appointed researchers and staff, who will consist of:

- One Senior Research Fellowship (this post)
- Five Yorkshire Cancer Research Career Development Fellowships. 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.
- Three cross cutting post-doctoral positions (evidence synthesis, statistics and qualitative research) which will be funded for the first three years of the programme to support them to develop high quality research funding applications.
- Five clinical doctoral students fellowships (to be recruited in 2018) in Nutritional support, Palliative Medicine, Primary Care Oncology, Cancer Nursing and Geriatric Oncology.
- Three professional support staff: a programme co-ordinator, administrator and community engagement officer.

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 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 the appointee to establish themselves as a leader in applied cancer research. He/she will be 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, and have had success in obtaining research funding.

Key duties are summarised below

The post holder will:

- Provide academic and managerial leadership to this programme of research
- Develop their own area of the research programme to establish themselves as a national and international leader in applied cancer research
- 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
- Provide leadership within the School, Faculty and University.

The applicant must have the following qualifications/experience:

- PhD or equivalent in a subject relevant to applied health services research
- An established 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 UNIVERSITY SENIOR RESEARCH FELLOW

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 8 role. Direct appointments to this level may be made where it is clear the staff have appropriate experience.

This role will be carried out by individuals with considerable experience in research. At this level, role holders' contribution spans research, managing, leading, 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. These roles will have established a reputation nationally and an emerging international reputation within their academic specialism through original research work and a clear record of impact shown, for example in substantial and sustained research income.

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 school/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 have a reputation nationally and an emerging reputation internationally within their academic specialism.

Main Work Activities

Research

- To make a major contribution to the management of research activities
- To lead successful funding bids which develop and sustain research support for the specialist area (in disciplines where this is possible)
- To publish leading research that results in a sustained, highly respected reputation of international quality in the subject area and/or designing and developing innovative underpinning technologies
- To provide expert advice internally and externally
- To referee and peer review articles for peer reviewed academic journals and grant applications by research councils and/or other major funding bodies
- To project manage research activities, and/or supervising other research staff
- To develop novel methodologies and techniques appropriate to the type of research being pursued
- To supervise and examine PhD students, both within the institution and externally

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.

Management and Leadership

- Lead and develop internal networks, for example by chairing and participating in University committees
- Lead and develop external networks, for example with external examiners and assessors
- Develop links with external contacts, such as other educational bodies, employers, and professional bodies to foster collaboration
- Provide academic leadership to those working within programmes areas as course leader or equivalent
- Contribute to the development of teams and individuals through the appraisal system and providing advice on personal development
- May act as line manager, for example of research teams
- Act as a personal mentor to peers and colleagues
- Lead teams within areas of responsibility
- Supervise students at both doctoral and masters level
- Contribute to the overall management of the department in areas such as budget management and business planning
- Participate in departmental-level strategic planning and contribute to wider strategic planning processes in the University
- Contribute significantly to the development and running of the department, for example in chairing committees and leading development activity on research
- Develop and manage staff and resources, in support of major research activities Direct research activities and programmes
- Participate actively in the development of the department/ unit's research strategy

University Citizenship

- Demonstrate the University's values of openness, innovation, connectedness and excellence
- Demonstrate commitment to supporting the University in achieving the University's strategic aims
- Evidence of understanding importance of University KPIs and examples of contributions to achieving these.

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 9

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 in applied cancer research • A track record of attracting research funds • A significant number of presentations at national and/or international conferences. • Experience of research student supervision • Leadership of research projects/programmes 		<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. • Effective management of resources e.g. financial, equipment etc • 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>

