



DEPUTY DEAN

HULL YORK MEDICAL SCHOOL

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A WARM WELCOME

FROM PROFESSOR UNA MACLEOD, DEAN, HULL YORK MEDICAL SCHOOL

THANK YOU FOR SHOWING INTEREST IN THE POST OF DEPUTY DEAN OF HULL YORK MEDICAL SCHOOL.

Hull York Medical School is committed to transforming the health of people within the region and beyond – through its students, staff and the impact of its teaching and research. The joint medical school of the Universities of Hull and York, we have a reputation as one of the UK’s most exciting, contemporary schools.

The School was established in 2003 as a partnership between the University of York, the University of Hull and the local NHS and was founded with the belief that practical person-centred teaching produces doctors with the skills and scholarship to meet the changing needs of our patients, communities and the NHS. We produce flexible, socially aware, person-centred professionals who understand health inequalities, the social and cultural determinants of health as well as professional and systems leadership. Since 2003, we have been inspiring doctors and academic leaders of the future with the research, skills and knowledge they need to look at things differently and advance improvements in healthcare around the world.



PROFESSOR UNA MACLEOD PHD, FRCGP, FHEA
DEAN OF HULL YORK MEDICAL SCHOOL

We are currently undergoing the biggest transformation in our history, having been awarded an increase of almost 70% in the 2017 competition for the expansion of medical student places in England. This was the largest allocation of additional medical student numbers awarded to the existing publicly funded sector (from 130 to 220 home students). This success is giving us an unmissable opportunity to develop the School and is resulting in significant new investment in academic posts.

To assist with this expansion, we are looking for an inspirational leader to join our Leadership Team and help shape the development of the next phase of our School. The appointee will have the opportunity to influence the strategy of the School and support me in the recruitment of our expanded Faculty.

The new Deputy Dean will lead their own portfolio of activity, which will include academic faculty development, and cross-School leadership. S/he will work across both campuses and engage with the leadership teams of both Universities.

We value diversity and we are committed to recruiting and supporting staff and students from all sectors of society. We hold a Silver Athena SWAN award and have just submitted an application to be considered for a Gold award. We are currently working through a process of articulating our values, in preparation for our new strategy development (due in 2020).

If you are interested in this exciting opportunity to join us and contribute to the next phase of our development as a Medical School, please do apply. If you wish to discuss this role informally, please contact **Mary Comer** at maryc@wittkiewerinternational.com.



EXECUTIVE SUMMARY

WE INVITE APPLICATIONS FOR A DEPUTY DEAN.

Our vision is twofold. Firstly, it is to offer nationally leading and internationally known medical education that produces excellent doctors and healthcare professionals equipped with the knowledge and skills needed to respond to challenges within healthcare and to transform patient care. And secondly, to be a world leader in well-designed basic science, clinical and applied health research, and to conduct research of relevance to our local area and the population in general. We are seeking to appoint an academic leader who will enable us to attain this vision. Suitable candidates will have a track record in research complementary to our existing research strengths and will have the leadership qualities required to inspire and achieve transformational change.

We anticipate the appointed candidate will have a clinical background, but we welcome conversations with exceptional candidates from a biomedical or applied research scientific background.



**UNIVERSITY
OF HULL**

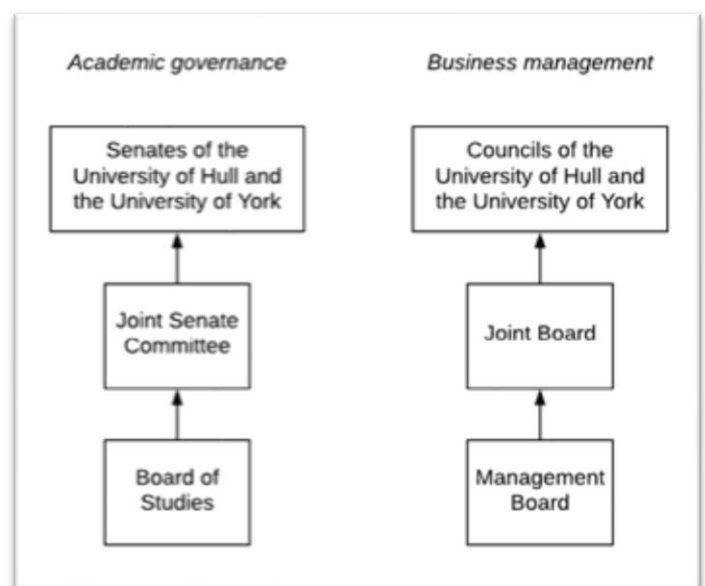


**UNIVERSITY
of York**

OUR STRUCTURE AND LEADERSHIP

Hull York Medical School is the joint medical school of the University of Hull and the University of York but is not a legal entity. Therefore, all our staff are employed by either the University of Hull or the University of York. We operate a symmetric budget for our shared activity and have budgets at each university for research activity.

We align with our Universities' executive management structure and academic governance. The Joint Board delegates the School's operational responsibility to the Dean, who chairs Management Board. Day to day operational decision are taken by the leadership team of which the Deputy Dean will be a member. For academic governance, our Board of Studies reports to the Joint Senate Committee. This governance structure is currently under review in a process led by the Dean and the Registrars of the Universities.



At Hull, we sit within the Faculty of Health Sciences. The Faculty of Health Sciences (Dean: Professor Julie Jomeen) is home to Hull York Medical School; Department of Biomedical Sciences; Department of Psychology; Department of Sport, Health and Exercise Science; Department of Midwifery and Child Health; Department of Nursing; Department of Paramedical, Perioperative and Advanced Practice; and the Department of Psychological Health, Wellbeing and Social Work.

At York, we are a Department within the Faculty of Sciences (Dean: Professor Brian Fulton). We are most closely aligned with the Departments of Biology and Health Sciences within the Faculty. Anatomy colleagues are aligned to colleagues within the Department of Archaeology.

OUR PROGRAMMES



HULL YORK MEDICAL SCHOOL OFFERS EXCEPTIONAL MEDICAL EDUCATION DELIVERED BY ACADEMICS AND CLINICIANS IN A STIMULATING AND SUPPORTIVE ENVIRONMENT WITH WORLD-CLASS FACILITIES.

Our curriculum is designed to meet the fast-changing challenges of 21st century healthcare, which means it's founded on modern teaching methods, a solid grounding in the sciences, and structured regular clinical contact. We recognise that disease does not exist in isolation, so we have developed a tightly integrated curriculum which enables students to make meaningful and practical connections between individual areas of study. They explore topics through a range of themes and disciplines, each presented in a clinically relevant context, and supported through clinical experience, problem-based learning, lectures, clinical and communication skills classes and workshops.

UNDERGRADUATE STUDY

At undergraduate level the School's MB BS Medicine programme offers an innovative curriculum focused on clinician-led problem based learning and early and sustained clinical exposure across a range of primary and secondary healthcare settings. This approach ensures students graduate as excellent thinkers, evidence-based practitioners and patient-centred communicators who are thoroughly prepared for clinical practice.

In Phase 1 (years 1 and 2) students are based on either York and Hull campuses. In years 3-5, there is full exposure to clinical medicine, as students rotate around our region, gaining clinical experience in general practice and at hospitals so that they develop a full understanding of the complete patient journey.

We have introduced a **MB BS Medicine with a Gateway Year** programme for entry 2019, with the purpose of widening access to Medicine. The course focuses on facilitating transition from school or college to university, bringing students' scientific knowledge up to the required standard, and enhancing their study skills while teaching them about professionalism and the NHS.

Students graduate with a MB BS (Bachelor of Medicine and Bachelor of Surgery) degree, awarded jointly by the University of Hull and the University of York.

POSTGRADUATE STUDY

The School has a suite of postgraduate taught programmes, some of which are offered as intercalation options to undergraduate medicine students. The courses include:

MSc Clinical Anatomy / Clinical Anatomy and Education

The MSc in Clinical Anatomy provides unique opportunities for students to immerse themselves in the practical and in-depth study of clinical anatomy. The programme is built around core whole-body dissection-based modules using both Thiel embalmed cadavers that ensure material is as close to living tissue as possible, and Formalin embalmed cadavers that keep the material in defined anatomical relationships. Students can opt to combine this with Education modules and so obtain MSc in Clinical Anatomy and Education.

MSc/Diploma/Certificate in Health Professions Education

Our Health Professions Education programmes are designed for professionals from all health backgrounds who are interesting in teaching, assessment, course design and educational research.

MSc Human Anatomy and Evolution

This course is an opportunity to study human anatomy from an evolutionary perspective, focusing on anatomy and morphology and their interfaces with ecology and behaviour.

MSc in Pharmacology and Drug Development

This new programme (first cohort 2019/20) is aimed at aspiring clinical researchers, as well as those wishing to gain a deep understanding of the underlying principles of how drugs work and the development of new drugs.



MSc in Physician Associate Studies

Our MSc in Physician Associate Studies is a two-year, intensive professional Masters programme, developed to meet the requirements of the National Competence and Curriculum Framework for Physician Associates. Taught by practicing clinicians and healthcare professionals, students are trained to diagnose and treat according to the medical model – similarly to medics and allied health professionals – so are well prepared to compliment medical professionals and to work independently with appropriate support.

The learning is centred around problem based learning led by expert clinicians. This is supplemented by clinical skills, where they hone their communication and physical examination skills, and procedural skills at our hospital and general practice sites.

On successful completion of this programme they are eligible to sit the National Licensing Examination, administered by the Faculty of Physician Associates, in order to gain entry into the profession and begin practice.

In addition, we offer **research degrees** – Masters by thesis, MD and PhD. At present we have 120 registered postgraduate research students. Postgraduate research students benefit from a thriving research community and the opportunity to learn from world leading experts who are internationally recognised for their work.

RESEARCH AT HULL YORK MEDICAL SCHOOL

Hull York Medical School's unique partnership brings together the expertise of the Universities of Hull and York and offers a thriving environment in which to conduct world-leading research. Strong partnerships with NHS Trusts and community health organisations offer a wide clinical base within which to study those conditions which most affect our communities – improving their health while developing research work that can be applied nationally and globally. Our academics staff hold appointments at either the University of Hull or the University of York. They conduct research at the University in which they hold an appointment and are returned within that University's REF return. Our research on each campus is distinctive.

MEDICAL SCHOOL RESEARCH AT YORK

The **University of York** has a global reputation for its research, the foundation of which is an understanding of the fundamental underpinnings of health and disease.

Hull York Medical School researchers at York are at the forefront of scientific discoveries that underpin the development, diagnosis and treatment of the world's most aggressive diseases especially related to immunology, infection and neuroscience.

They are also increasing understanding of mental health issues and patient safety and developing support for patients with complex needs and from a variety of backgrounds. Their work casting new light and impacting public health globally.

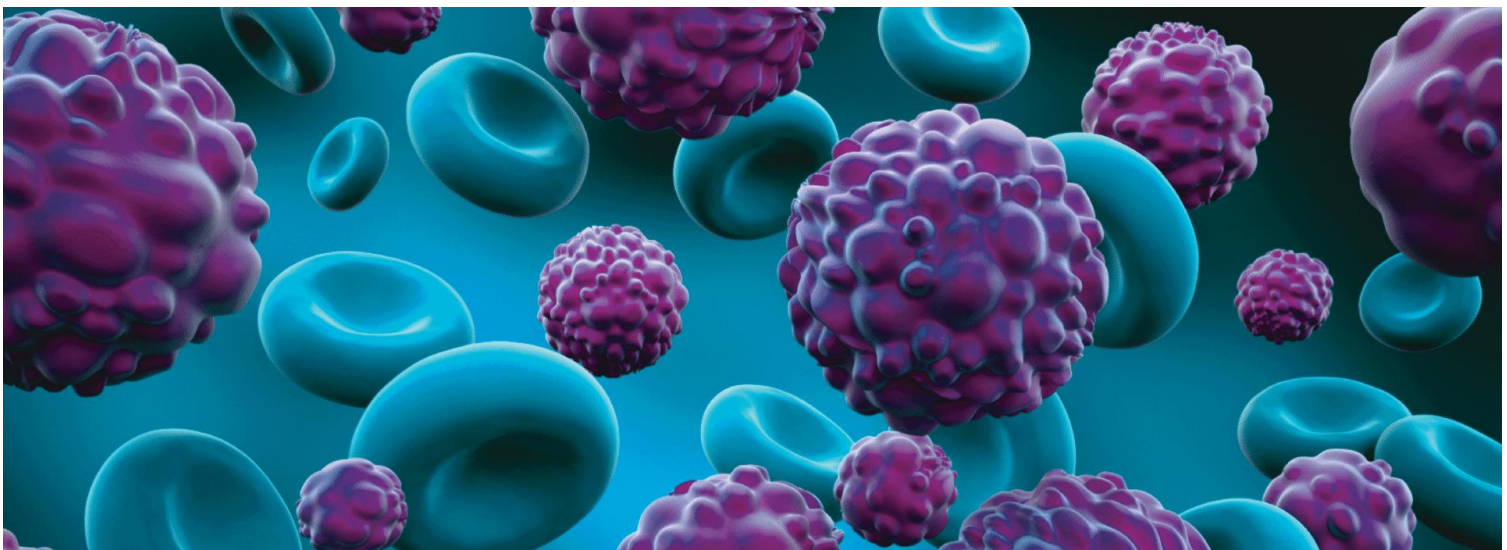
EXPERIMENTAL MEDICINE AND BIOMEDICINE

Our research in Experimental Medicine and Biomedicine in York ranges from basic molecular and cellular medicine to pre-clinical and clinical studies. With a predominant focus on immunology and infection and neuroscience research, our research is a key component of the York Biomedical Research Institute <https://www.york.ac.uk/biomedical-research-institute/>.

In immunology and infection, our research incorporates fundamental studies on the immune system and pathogenesis of infectious and non-infectious disease through to first-in-man clinical research. Through integrating our discoveries in basic and clinical immunology, and pathogen biology, we aim to develop new approaches to disease prevention and treatment.

Our research in neuroscience uses a multidisciplinary approach to understand structural, chemical, functional and theoretical aspects of neuronal mechanisms. With a particular strength in neuroimaging, our research focusses on chronic neurological conditions such as epilepsy, autism, and neurodegenerative diseases.

In 2019 we are recruiting additional senior academics to this group.



CENTRE FOR HEALTH AND POPULATION SCIENCES

The Centre for Health and Population Sciences brings together expertise to address issues related to population health and healthcare. It includes researchers from the Mental Health and Addiction research group at Hull York Medical School, the Department of Health Sciences at the University of York, and from other groupings, including the Centre for Reviews at Dissemination and Centre for Health Economics at the University of York.

The Centre is multidisciplinary, both in terms of professional background and research expertise, specialising in clinical trials, epidemiology, health economics, health services research, medicine and psychology. Within the Centre are a number of groups, who work with colleagues in the Department of Health sciences in York. This includes mental health:
<https://www.york.ac.uk/healthsciences/research/mental-health/> and global health
<https://www.york.ac.uk/healthsciences/research/public-health/staff/>.

HEALTH PROFESSIONS EDUCATION UNIT

The Health Professions Education Unit (HPEU) brings together the scholarship of those engaged in teaching and education development across the School. The Unit facilitates and provides leadership for many issues related to innovation in learning and teaching and provides a platform for much of the school's medical and health care education research. The current core themes centred around the interpretation of large data sets and workforce development.

CENTRE FOR ANATOMICAL AND HUMAN SCIENCES

For the purposes of research, our York based anatomists are embedded in the PalaeoHub, within the Department of Archaeology. They are founding members of York's Centre for Human Palaeoecology and Evolutionary Origins, one of the largest UK research groupings focused on human origins and variation in the UK. They particularly specialise in the evolution and biomechanics of musculoskeletal systems.

MEDICAL SCHOOL RESEARCH AT HULL

The **University of Hull's** health research is a major strength and its Institute for Clinical and Applied Health Research (ICAHR) brings together expertise from Hull York Medical School and the other departments within the Faculty of Health Sciences with the aim of conducting research that is locally relevant but globally significant. The Institute includes Hull York Medical School research groups concentrating on Diabetes and Endocrinology, Cancer, Cardiology, Palliative Medicine, Primary Care, Respiratory Medicine and Vascular Surgery, a methods hub, led and populated by research methodologists who are experienced in innovative applied methods design, and the Hull Health Trials Unit, which has been established in collaboration with Hull University Teaching Hospitals NHS Trust. Laboratory scientists work within the Centre for Atherothrombosis and Metabolic Disease; are focused on generating new knowledge and understanding of the biochemical, molecular and cellular mechanisms that contribute to the development of thrombosis and metabolic diseases and translate these in findings into clinical benefits.

Hull York Medical School has ambitious plans for research growth in biomedical, clinical and applied health research at the University of Hull. Activity is targeted on specific important clinically relevant areas reflecting health and biomedical priorities, and existing strengths in the collaborative partners, to enhance opportunities for translational medicine and so impact on patient care and population health.

Primary care research in Hull is part of the core activity of the Academy of Primary Care which aims to drive innovation and best practice through championing excellent primary care scholarship. There are four research areas:

- Optimising primary care diagnosis and management of cancer. We are working to tackle regional national and international concerns about inequalities in cancer outcomes through leading and delivering new research into early diagnosis survivorship and end of life care. Grant funding includes large awards from Yorkshire Cancer Research.



of research is world leading or internationally excellent (REF)

- Primary care redesign. This theme supports a 3-tiered approach to primary care redesign on generalist, person-centred principles; describing changes needed at the level of the consultation, practice set up, and strategic planning.
- Quality evidence and safety in primary care. Delivering high quality, safe care is a priority across the NHS. This innovative body of work takes a critical fresh look at concepts of quality and safety in the primary care setting.
- Workforce redesign in primary care. This theme leads thinking and action to transform the multi-professional primary care workforce for 21st century needs. We are lead contributors and key partners in regional and national programmes tackling primary care workforce redesign.

THE WOLFSON CENTRE FOR PALLIATIVE CARE RESEARCH focuses on helping people with life limiting illnesses to live as well as they can, and, when the time comes, give them control of symptoms and courage when they die. Current work includes:

- Under researched symptoms and problems, including how to help people who suffer from breathlessness, how we should manage cancer patients suffering from dangerous blood clots in hospices and treatments for malignant bowel obstruction.
- Reducing inequalities, improving access, and optimising delivery of care.
- Improving wellbeing of those receiving palliative care, including measurement of outcomes.
- Developing better methods and testing novel approaches for palliative care research.

THE RESPIRATORY MEDICINE GROUP hosts the largest cough clinic in the world, one of only three in the UK, with an international pattern of referral. The Group undertakes research into a variety of chest related illnesses included diseases such as asthma, chronic obstructive pulmonary disease, pulmonary fibrosis and bronchiectasis, aiming to improve diagnosis and treatment of chronic cough.

THE CARDIOLOGY RESEARCH GROUP specialises in heart failure and interventional cardiology, including exercise physiology, palliative and end of life care, and a natural history of heart failure.

THE VASCULAR SURGERY GROUP is led by Professor Ian Chetter, Professor of Vascular Surgery (and NIHR Senior Investigator). Research interests include:

- Surgical Wounds Healing by Secondary Intention funded by a £2 million NIHR Programme Grant the AVSU in collaboration with colleagues from York and Leeds are investigating the aetiology, impact and management of these wounds.
- Lower limb peripheral vascular disease.
- Lower limb venous disease - for example, the management of varicose veins with minimally invasive therapies.
- Abdominal Aortic Aneurysm (AAA) disease eg investigating the clinical and cost effectiveness of supervised exercise prior to AAA repair.

THE DIABETES, ENDOCRINOLOGY AND METABOLISM GROUP delivers world-class research in four areas: clinical drugs trials; lifestyle research; biomedical research; and applied research. The group specialises in type 1 and 2 diabetes, metabolic syndrome, obesity, polycystic ovary syndrome, insulin resistance, non-alcoholic fatty liver disease, metabolic bone health, cardiovascular disease, and dietetics and nutrition.

THE CANCER RESEARCH GROUP fosters and promotes translational research. This includes imaging research supported by the development of a CT/PET/cyclotron scanner on the Castle Hill Hospital site. The group also hosts the Daisy Tumour Bank, in order to collect various human samples to share with researchers, thus providing a resource of biological material to facilitate ethically approved cancer research.

THE CLINICAL TRIALS AND METHODS GROUP hosts the Hull Health Trials Unit (HHTU) and the Methods Hub. HHTU is a collaboration between Hull York Medical School, the University of Hull and Hull University Teaching Hospitals NHS Trust. It has been established to facilitate collaboration between clinicians and researchers on the design, delivery and analysis of high quality, high impact health research. The ICAHR Methods Hub provides a multidisciplinary methodological resource to support the full range of applied health research, from evidence synthesis to quantitative and qualitative designs. HHTU is currently undergoing the process of development towards full UKCRC trials unit accreditation.

OUR NHS PARTNERS

As well as a unique partnership between the Universities of Hull and York, Hull York Medical School works with NHS Trusts, mental and community health organisations and GPs across the Yorkshire Region. These partnerships enable the School deliver first class education to our undergraduate and postgraduate students.

A close working relationship with the regional NHS Trusts and healthcare providers ensures that the School remains abreast of local workforce issues and is able to respond to current and future workforce needs. Since it was established in 2003, the School has trained over 1600 doctors, with a large proportion of these now working within the immediate region. The School celebrated the success of its first cohort of Physician Associates this year with approximately 90% gaining employment within the region.

Hull University Teaching Hospitals NHS Trust operates from two main sites: Castle Hill Hospital and Hull Royal Infirmary. They provide a full range of acute services to the people of Hull and East Yorkshire area. They also provide a number of specialist services to North Yorkshire, North and North East Lincolnshire. They have invested over a quarter of a billion pounds in improving the patient environment, including in cleanliness and have among the lowest infection rates in the UK. The investment also includes the award-winning Queen's Centre for Oncology and Haematology, the state-of-the-art Centre for Cardiology and Cardiothoracic Surgery and Medical Research and Day Surgery facilities.



York Teaching Hospital NHS Foundation Trust provides a comprehensive range of acute hospital and specialist healthcare services for approximately 800,000 people living in and around York, North Yorkshire, North East Yorkshire and Ryedale - an area covering 3,400 square miles, one of the biggest geographical areas in the country. They manage eight hospital sites and have a workforce of around 9,000 staff working across their hospitals and in the community.

York Hospital is the Trust's largest hospital. It has an Accident and Emergency department and provides acute medical and surgical services, including trauma, intensive care and cardiothoracic services to the population and visitors to York and North Yorkshire, including trauma, intensive care and cardiothoracic services to the population and visitors to York and North Yorkshire. Scarborough Hospital, the Trust's second largest hospital has an Accident and Emergency department and provides acute medical and surgical services, including trauma and intensive care services to the population and visitors to the North East Yorkshire Coast.

Northern Lincolnshire and Goole NHS Foundation Trust (NLAG) is an NHS Foundation Trust which was established in April 2001, by a merger of North East Lincolnshire NHS Trust and Scunthorpe and Goole Hospitals NHS Trust. NLAG operates the Diana, Princess of Wales Hospital in Grimsby, Scunthorpe General Hospital and Goole and District Hospital as well as a number of community health services across North Lincolnshire. The Trust provides acute hospital services and community services to a population of more than 350,000 people across North and North East Lincolnshire and East Riding of Yorkshire. They have 850 beds across our three hospitals and employ around 6,500 members of staff.

Scunthorpe General Hospital has a state-of-the-art Blue Sky Imaging Suite providing a seven day scanning/diagnostic service and a busy emergency centre with around 60,000 attendances every year. Diana, Princess of Wales Hospital in Grimsby has one of the most advanced emergency care centres in the region, modern en-suite facilities and a 4.4 million oncology, haematology and rheumatology unit.

South Tees Hospitals NHS Foundation Trust

offers a full range of general healthcare services and specialist services, with expertise in heart disease, cancer, trauma, neurosciences, renal (kidney) services and spinal injuries. We are also a major trauma centre with two hospitals – The James Cook University Hospital in Middlesbrough and the Friarage Hospital in Northallerton - and run community services from Hambleton, Richmondshire, Middlesbrough and Redcar and Cleveland.

Rotherham Doncaster and South Humber NHS Foundation Trust

operates services in 200 locations across Rotherham, Doncaster, North Lincolnshire and North-East Lincolnshire. The Trust provides mental health and disability services, and community services such as district nursing and health visitors to approximately 115,000 people across its locations. Our students spend time on placement within the Trust as part of services which provide mental health support in the community.

Tees, Esk and Wear Valleys NHS Trust was created in April 2006, following the merger of County Durham and Darlington Priority Services NHS Trust and Tees and North East Yorkshire NHS Trust. The Trust provide a range of mental health, learning disability and eating disorder services for the people living in County Durham and Darlington, the Tees Valley and most of North Yorkshire. Our students spend time on placement within the Trust as part of services which provide mental health support in the community.

Humber Teaching NHS Foundation Trust

provides a broad range of community and inpatient mental health services, community services (including therapies), learning disability services, healthy lifestyle support and addictions services to people living in Hull and the East Riding of Yorkshire, a large geographical area which is home to approximately 600,000 people. Our students spend time on placement within the Trust as part of services which provide mental health support in the community.

NAViGO Health and Social Care CIC which delivers a wide range of high-quality mental health and care services to patients across North East Lincolnshire. Our students have the opportunity to spend time working on projects or in specialist services providing mental health support to patients in the community.

GP practices

According to NHS England, General Practice provides over 300 million patient consultations each year compared to 23 million A&E visits, making primary care the bedrock of the NHS. Approximately 33% of the School's MB BS teaching is in a primary care or community setting and we work in partnership with approximately 107 GP surgeries across the region from large group practices in inner city locations to independent practices in outer villages and coastal areas.

4 ACUTE NHS TRUST PARTNERS

4 MENTAL HEALTH PROVIDER PARTNERS

PLACEMENTS PROVIDED BY
100+
GP SURGERIES

City Health Care Partnership CIC is an independent "for better profit" co-owned business providing community health and integrated social care services to over a half a million local people in Hull, the East Riding of Yorkshire and Knowsley, Merseyside. Their services help to minimise the need for acute care in hospital through early interventions, community-based treatment and promotion of healthy lifestyles. Our students have the opportunity to spend time on their placements in areas focused on community paediatrics and sexual health as well as general practice.



OUR TRANSFORMATION AGENDA

The expansion of our MB BS Medicine programme, together with considerable investments made by the universities of Hull and York, is helping to ensure the School can build on our success to date and is an opportunity to transform the School. Some examples of this include:

- The development of a **MB BS Medicine with a Gateway Year** programme, which is beginning in September 2019, with a widening participation focus. We received a high number of quality applications despite only being open for applications for a few months. The University of Hull Vice-Chancellor's Circle Fund has agreed an initial package of philanthropically-funded scholarships to Gateway students who have overcome barriers to study medicine (five scholarships of an additional £1,000 per year of financial support for each year of their MB BS for 2019/20 entry).
- **Longitudinal Integrated Clerkships** (LICs) are a relatively new type of medical student placement that aim to facilitate continuity and relationships between students, patients and physicians as a means of enhancing learning and the student experience. We are developing an LIC pilot to take place in the South Tees area, working with colleagues in GP practices in and around Northallerton as well as the Friarage Hospital. Year 4 students will be placed in rural practices, experiencing the curriculum being delivered longitudinally. The students will spend three days in primary care, one day in hospital and one day split between time with their educational supervisor and other activities, some of which will also be hospital-based. The LIC will be delivered over a full academic year following the existing Year 4 learning outcomes and summative assessment programme.

- We have established an **Academy of Primary Care** to bring together expertise and innovation in primary care research, education, clinical practice and scholarship. A portfolio of activities is underway, including collaborations with a number of Clinical Commissioning Groups. We are in the process of appointing a number of GP Fellows to support teaching and the professional development needs of GPs in the region. Our aim is to be at the vanguard of generalist approaches to medical undergraduate teaching: *'Innovative scholarship driving primary care excellence.'*
- We have instigated **multiple work-streams** to feed into the change process with representation from across the School. These include:
 - Local recruitment and retention
 - Selection Strategy
 - Curriculum innovation
 - Assessment development
 - Social inclusion and health inequalities
 - Inter-professional education
 - Equality and diversity
 - Alumni engagement
 - Our values
 - Public patient involvement/ community engagement
- Investment in academic posts: this expansion is giving us the biggest opportunity since the School was founded to invest in academic posts. In 2019/20, other than this post and our posts in Immunology in York, we are largely focusing on teaching related posts. In subsequent years the focus will be on developing our research strengths on both sites. It is anticipated that the new Deputy Dean will be closely involved with this development.

We have identified key principles for our transformation. These are:

- We will put student engagement the heart of the project.
- We will protect and improve the student experience of existing and future students.
- We will add value for the Universities of Hull and York.
- We will promote a more engaged academic Faculty, supported by highly performing professional support colleagues.
- We will work to the spirit of our new brand – 'a different kind of Medical School'.
- We will make a difference locally.
- We will keep the best of what we do, identify where we can enhance current activity, be unafraid of challenge and 'think the unthinkable'.

FACILITIES

The University of Hull has invested more than £200 million to transform its hidden treasure of a campus into a visionary 21st century learning environment, including the construction of a brand new £28 million health campus. At the heart of the campus sits the stunning Allam Medical Building, which is our base in Hull. Officially opened by Her Majesty Queen Elizabeth II in 2017, this new addition incorporates cutting edge training facilities including a simulated hospital ward, midwifery suite, operating theatre and critical care unit, as well as fully equipped clinical skills and communication observation suites. This provides an aspirational teaching and learning environment in which medics rub shoulders with other healthcare professionals in training, including nursing, physician associate and midwifery students.

Our Anatomy facilities are in the Loxely building on the Hull campus, our biomedical researchers located in the Allam and Hardy buildings. On the hospital sites, we have laboratories at Castle Hill Hospital in the Daisy Building and some of our clinical research groups are located in Castle Hill Hospital and Hull Royal Infirmary.

On the **York campus**, the University of York's Council has approved a £5.8m capital project to completely redesign our existing medical school building. This will significantly enhance student learning facilities and provide us with an excellent base for our administrative and leadership functions in York. This refurbishment will be complete by the end of 2019. Researchers are based at the campus, close to aligned departments.



THE POSITION



THE SUCCESSFUL CANDIDATE WILL SUPPORT THE DEAN IN PROVIDING LEADERSHIP TO THE SCHOOL.

KEY RESPONSIBILITIES

Reporting to the Dean, the Deputy Dean will contribute to the leadership of the School. This will include acting for the Dean in her absence, representing the Dean on key committees of the University of York and University of Hull where normally the Dean would be required to attend in person and supporting the Dean in the strategic leadership of the School.

Academic Leadership and Strategy

- To support the Dean in providing academic leadership within the School.
- To make a major contribution in developing our strategy in alignment with the strategic plans of the two Universities and the NHS, including teaching and research strategies, as well as responding to and leading changes in medical and health care science and practice.
- To be responsible for a cross School area of activity, such as equality and diversity and/or international affairs.
- To take a lead in helping to develop the culture of the Medical School so that staff across all functions and all levels of seniority are respected, trusted and where people's contribution is recognised and valued.
- To support the Dean with the current transformation agenda, and in areas of expertise lead part of that agenda.



Executive management

- To chair the Hull York Medical School Management Board as delegated by the Dean.
- As part of the senior team and member of the Management Board, promote excellence and innovation in the development, delivery and quality assurance of teaching and learning, research, clinical service and administration within the School.
- To foster a supportive working and educational environment that delivers equality and inclusiveness in all aspects of our work.
- To participate with the Dean, Finance Officer and Chief Operating Officer in academic and financial planning and ensure adherence to the Memorandum of Agreement established by Hull York Medical School Joint Board and the financial regulations of the two Universities.
- To be accountable to Hull York Medical School Joint Senate Committee for the oversight of matters relating to students.
- To work with and support the NHS through the NHS Partnership Group and other partnership settings, to ensure delivery of the curriculum, enhance student experience in clinical settings, and support high quality continuing professional development as delegated by the Dean.
- To work with the Dean to manage performance and the development of academic and clinical staff, ensuring that workload planning and appraisal arrangements are effective and fair and promote the aims of the Athena SWAN charter, incentivise excellent performance and deal with underperformance.
- To comply with the Follett principles regarding appointment, appraisal and other employment procedures for clinical staff.

External and internal representation and advice

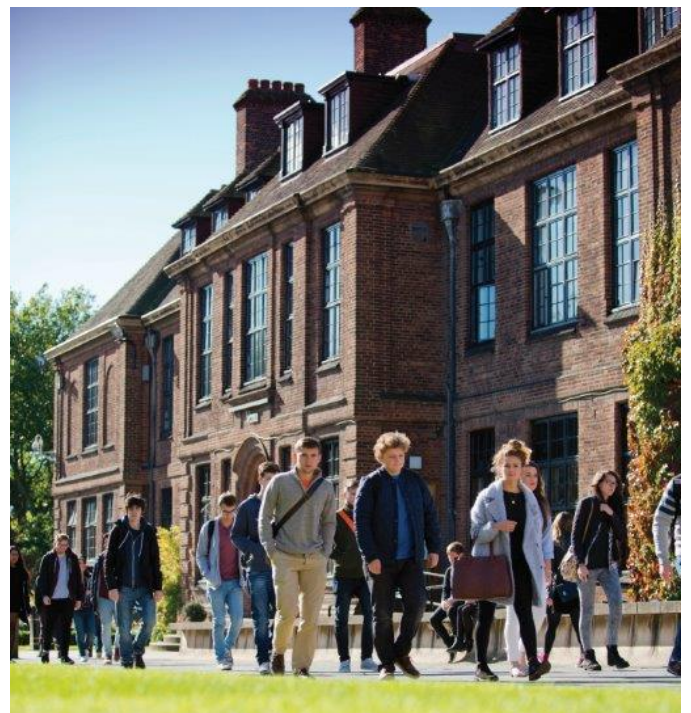
- To represent the Universities of Hull and York in external medical forums as delegated by the Dean, for example Medical Schools Council.
- To work with the Royal Colleges where appropriate.
- To represent the interests of the Medical School within both Universities, the NHS and externally as delegated by the Dean.

Research

In partnership with the Directors of Research, to actively support the growth of relevant biomedical, clinical or applied research areas within our areas of expertise. This may include actively developing their area of research - or supporting others to develop their own.

Clinical

It is expected that the successful candidate will hold an Honorary NHS contract of up to two sessions weekly and maintain their clinical professional development and revalidation.



THE PERSON

EDUCATION AND TRAINING

- Primary medical qualification
- Full GMC registration and CCT in a clinical specialty and active on-going revalidation
- Membership of a Royal College
- MD or PhD
- Substantive Consultant (or Clinical Academic at Senior Lecturer or above)

EXPERIENCE

- Significant track record of senior leadership in an academic and clinical setting
- Acknowledged international expert in their research discipline
- A substantial publication record in leading peer-reviewed journals and significant and sustained success in accessing research grants
- Invited presentations at major international conferences
- Successful track-record in developing and managing relationships with external partners to develop and deliver research
- Successful career development and management of professional staff and early career researchers
- Attraction of and effective supervision of postgraduate research students
- Commitment to excellence in teaching and research
- Effective involvement in major administrative and leadership roles
- Demonstrable capacity for strategic thinking and planning
- National and international esteem in the relevant academic and professional communities.
- Able to take on leadership role in multidisciplinary team
- Proven experience of managing complex and diverse workforce groups and their performance
- Proven experience of developing a workforce to achieve strategic outcomes

PERSONAL ATTRIBUTES AND VALUES

- Values based, with public service ethos and promotes diversity and inclusivity
- High level of confidentiality
- Treats colleagues, students and patients with respect



- Proven ability to lead and create a working environment that is stimulating, collegial, and empowers staff to be creative and effective
- Be willing to work proactively with colleagues in other work areas/institutions
- Flexible and adaptable
- Innovative and creative
- Excellent time management skills

SKILLS AND KNOWLEDGE

- Ability to define, lead, manage and attract funds for internationally excellent research, operating across disciplinary boundaries
- Evidence of success in winning research grants
- Evidence of strong analytical skills
- Leadership and management of a research team
- Ability to undertake high quality analytical research and publish results in leading peer-reviewed journals
- Ability to initiate collaborations nationally and internationally
- Evidence of a commitment to harnessing the skills of staff and students in developing strong research at all levels
- Ability to contribute generally to the leadership of research and the medical school
- Commitment to promoting diversity and equal opportunities in the workplace for staff and students
- Effective and committed teacher at undergraduate and postgraduate levels
- Extensive clinical experience relevant to the clinical component of the post
- Works cooperatively in a multidisciplinary team and able to delegate appropriately

OUR UNIVERSITIES

THE UNIVERSITY OF YORK

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2019 it is the home of more than 17,000 students across more than 30 academic departments and research centres. Since opening over 50 years ago, we have become one of the world's leading universities and a member of the prestigious Russell Group.

We are consistently recognised as one of the leading Higher Education Institutes and are ranked 16th in the Times & Sunday Times league table (2017). The University of York has won six Times Higher Education (THE) Awards and five Queen's Anniversary Prizes. The University is proud of its association with Athena SWAN, holding 12 awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, the University of York ranked 14th overall and 10th for the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us. During this period of change, we've worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

THE UNIVERSITY OF HULL

A £200-million investment programme in high-quality teaching and learning facilities, IT infrastructure, research laboratories, social spaces and sporting facilities has seen our campus transformed; a transformation that is already offering significant benefits to students, staff and the wider community. We are also working with the University Partnership Programme Limited, a leading provider of on-campus student accommodation, who have leveraged a further £153 million of investment and will deliver additional, excellent accommodation options for our students.

The University's evolution extends well beyond physical change. Our focus on improving the way that we operate and work with others has helped us to form valuable partnerships and is creating new opportunities for our students, the businesses and other organisations we work with and our research partners. One of the highlights is our significant contribution, as a Principal Partner, to Hull's success during its reign as the UK City of Culture 2017. Building on this success, we brought the best of British science to Hull and the Humber, hosting the British Science Festival in September 2018. This gave us the opportunity to showcase our significant contribution to this field – focusing on three key areas - energy and the environment; health and the medical sciences; and exploration, movement and discovery. With a keen focus on performance and pursuing excellence in all that we do, the University of Hull continues its journey, one that is led by our commitment to delivering excellent research and a fantastic student experience.

THE LOCATION

THE AREA COVERED BY THE HULL YORK MEDICAL SCHOOL PARTNERSHIP COMPRISES HULL AND THE EAST RIDING OF YORKSHIRE, YORK AND NORTH YORKSHIRE, AND NORTH LINCOLNSHIRE.



As a region, the area is progressive, seeing billions of pounds worth of private sector investment across multiple thriving industries- leading to a diverse array of opportunities, which also include public sector improvements: such as the development of multi-million-pound leisure and cultural facilities. Investment in retail and historical realm works is also being made across all four local authorities - enhancing the area's vibrancy and solidifying its legacy for future generations to come.

The region offers low commute-to-work times allowing that sought-after work-life balance, lower than average house prices, a fantastic choice of schools and areas of unrivalled natural beauty. This remarkable region has so much to offer in terms of landscape and heritage, and something for all the family when it comes to shopping, dining and days out. And, with the beautiful countryside of the Lincolnshire and Yorkshire Wolds making up a huge proportion of the area, outdoor lovers will have a wealth of different areas for walking, riding, cycling and running.

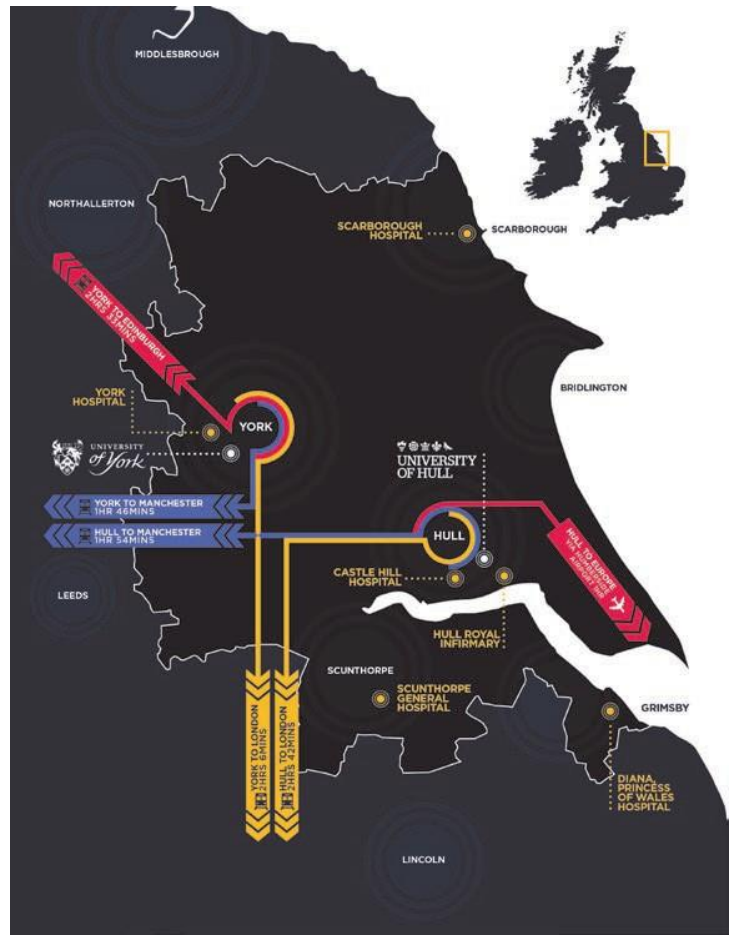
When it comes to dining out, the Humber boasts an eclectic array of award-winning restaurants, gastro pubs and independent coffee shops with delicious, fresh and locally-sourced produce. From a fantastic selection of shops, with everything from designer boutiques, high street shopping and independent retailers; you'll be spoilt for choice if you're after some retail therapy.

There has never been a better time to make Hull your home, as the cost of living remains among the lowest in the UK and following its incredible transformation – this is only the beginning. By the end of 2019, the redevelopment of Hull's Fruit Market will be complete; the £80m project will include 109 new homes that will sit alongside a hub of independent shops, boutiques, the beautiful Marina. The development will become Hull's 'urban village': a unique and vibrant cultural quarter that seeks to marry Hull's incredible history with its ever-growing cosmopolitan culture.



Beverley is one of the largest market towns where life is thriving with an eclectic combination of designer boutiques, award-winning restaurants and independent cafés. Architecturally, it's a unique and beautiful place; cobbled streets lined with Georgian houses surround the town centre with its striking Minster poised above the skyline.

Internationally acclaimed for its rich heritage and historic architecture, the city of York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford's Tower and the Shambles - just a few of the many attractions. But York isn't just a great place to visit - it's also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.



York is one of Britain's best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King's Cross in less than two hours and Edinburgh in two and a half hours.

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.



HOW TO APPLY

THE RECRUITMENT AND SELECTION PROCESS

Please submit your application to Witt/Kieffer International in Microsoft Word format; including the following information:

FULL CURRICULUM VITAE

Candidates are asked to set out in the curriculum vitae the nature of their most recent and significant career appointments.

The document should include:

- full name
- postal address
- confidential landline and mobile telephone numbers
- confidential email address
- degrees and qualifications and dates awarded
- positions held, including details of present
- details of leadership, management, academic and/or professional experience
- contributions to professional associations, societies and community activities.

REMUNERATION

Please provide an indication of your current remuneration package.

REFEREES

Please provide the names, contact details, relationship and present positions of three referees. Referees will not be contacted without the prior knowledge and approval of the applicant.

DATE OF COMMENCEMENT

Please indicate when you will be available to commence at Hull York Medical School.

HULL YORK MEDICAL SCHOOL HAS ENGAGED WITT/KIEFFER INTERNATIONAL TO ASSIST IN THE SEARCH PROCESS FOR THEIR DEPUTY DEAN.

For a confidential discussion about the role and the expectations, please contact:

 **MARY COMER**
maryc@wittkiefferinternational.com
+44 7408 850 797

