

# WORKING AT **WORCESTER**

**Candidate Pack**

**Senior Lecturer/Principal Lecturer in Clinical Skills**  
Three Counties Medical School





# Senior Lecturer/Principal Lecturer in Clinical Skills

Three Counties Medical School

## Vacancy Details

Location:	St John's Campus/ Severn Campus, Worcester
Salary:	<b>Band AC3 (Senior Lecturer):</b> £40,931 - £51,805 <i>Opportunity to progress to £56,592</i>  <b>Band AC4 (Principal Lecturer):</b> £53,353 - £61,823 <i>Opportunity to progress to £65,578</i>
Post Type:	Full Time
Contract:	Permanent
Closing Date:	19 <sup>th</sup> September 2022
Interview Date:	5 <sup>th</sup> October 2022

## Overview

The University of Worcester is a high achieving, award-winning, dynamic institution set within an inclusive and engaged community. The number one University in England for gender equality, according to the last three years of the Times Higher Education's University Impact Rankings, with multiple accolades for teaching quality, inclusion, contribution to the community, and environmental sustainability, the University has been shortlisted as Times Higher Education University of the Year three times in recent years.

One of the best Universities for health education, Worcester is creating the distinctive Three Counties Medical School [TCMS], aiming to widen access to careers in medicine and retain graduates in the local area.

The School's planned curriculum emphasises problem-based learning [PBL], early consultations, programmatic assessment, an emphasis on community-orientated clinical placements and professional, emotionally intelligent communication at every stage.

The School is now seeking to appoint a Senior Lecturer/Principal Lecturer in Clinical Skills. This is a unique and exciting opportunity to be part of the team as the School enters its next phase of development, having secured the go ahead from the General Medical Council [GMC] to recruit the first medical students. Applications for the graduate entry MBChB are open for entry in September 2023.

The new £16 M state of the art Three Counties Centre for Health and Wellbeing which is situated on the Severn's St John's Riverbank in Worcester, will be ready to occupy in early 2023.

The curriculum is being developed by the Programme and Phase Leads alongside academic and clinical academic colleagues specialising in Simulation and Inter-Professional Learning, Clinical Skills, Problem-Based Learning and Integrated Clinical Methods.

The Clinical Skills Lead will be responsible for designing and developing learning materials and will make a significant contribution to lectures, practical teaching and assessment of clinical skills for medical students, as well as contributing to the delivery of a high-quality student experience, working with the Phase Leads to ensure the MBChB programme curriculum is supported in respect of their discipline.

The post is offered at Senior Lecturer level, with exceptional candidates being considered for appointment to Principal Lecturer, subject to experience. For a post at Principal Lecturer level, you will need to have an established record of excellence in learning and teaching, research and scholarship, and management and leadership. Further information on the criteria we are looking for and how to demonstrate this in your application is in the candidate pack.

If you are interested in joining us at this exciting time and would relish the challenge of playing a part in the future development of the Three Counties Medical School as we train the next generation of healthcare professionals, we welcome your application.

If you have any informal inquiries please contact Jennifer Zandbeek, School Manager for the Three Counties Medical School via email at [j.zandbeek@worc.ac.uk](mailto:j.zandbeek@worc.ac.uk)

# Job Description

<b>School:</b> Three Counties Medical School
<b>Reporting directly to:</b> MBChB Phase 1 Lead
<b>Supervisory responsibility for:</b> Clinical Skills Technicians [the technicians are line managed by Professional Services, and the postholder will provide supervision when working with them on the MBChB Programme]
<p><b>Other Contacts</b></p> <p><b>Internal:</b> Dean of Three Counties Medical School; School Manager; colleagues within the School; College Director for Learning, Teaching and Quality Enhancement; College Director for Research and Knowledge Exchange, Health related Schools of the College; Strategic Director of Practice learning and Interprofessional Education in the Health Professions.</p> <p><b>External:</b> NHS Trusts; Partner institutions; Other HEIs; Student placement providers; Contingent Partner</p>
<p><b>Main Duties</b></p> <ol style="list-style-type: none"> <li>1. To be responsible for the development, organisation and supervision of the learning of relevant clinical skills by medical students in the Medical School across all four years of the course.</li> <li>2. To contribute to the delivery of a high-quality student experience for medical students, working with the Phase Leads and lead for Simulation and IPL to ensure the MBChB programme is supported in respect of relevant disciplines including simulation as appropriate.</li> <li>3. To make a significant contribution to the lectures, practical teaching and assessment of clinical skills and procedures and related disciplines within the Medical School.</li> <li>4. To work with undergraduate and postgraduate programmes across the College of Health, Life and Environmental Science for delivery of clinical skills and procedures and to ensure that interdisciplinary learning is embedded within the Medical School.</li> <li>5. To be responsible for the design and production of suitable learning materials in consultation with Phase Leads.</li> <li>6. To contribute to the assessment process for students including the setting, marking and moderation of work, individually or collectively as part of a team in accordance with quality assurance procedures.</li> <li>7. To take part in the day-to-day management of teaching and learning and to support the continued development of clinical skills within curriculum.</li> <li>8. To participate in the facilitation of problem-based learning.</li> <li>9. To act as a Personal Academic Tutor.</li> <li>10. To carry out academic administrative work and participate in relevant committees within the School and College.</li> <li>11. To participate in the recruitment of students, including selection events and open days.</li> <li>12. To engage in research and scholarship, disseminating findings through conference presentations and journal articles, books, book chapters and other forms appropriate to the discipline.</li> <li>13. To supervise doctoral students in their discipline.</li> </ol>

14. To develop and/or collaborate on funding bids for research and/or knowledge exchange.
15. To develop the impact of their research, through engagement with key stakeholders and research users/beneficiaries.
16. To participate fully in the life of the School and carry out any other reasonable duties as requested by the Dean of School or their nominee.

The above does not represent an exhaustive list of duties associated with this role. All University employees are also required to:

- Maintain personal and professional development to meet the changing demands of the job; participate in appropriate training activities and encourage and support staff in their development and training.
- Take steps to ensure and enhance personal health, safety and well-being and that of other staff and students.
- Carry out these duties in a manner that promotes equality of opportunity and supports diversity and inclusion and takes into account the University's commitment to environmentally sustainable ways of working.

#### **Selection Methods**

Shortlisted candidates will be asked to deliver a teaching session and a presentation, followed by a formal panel interview. The presentation and teaching briefs are as follows:

##### Presentation:

Please deliver a 10-minute presentation detailing how you would develop and deliver an evidence-based programme of clinical skills education which addresses the professional and developmental needs of medical students as expressed by GMC documentation.

##### Teaching session:

Please deliver a 15-minute teaching session, suitable for first year MBChB students, on a topic of your choice.

#### **Additional Information: Criteria for application for role at Principal Lecturer**

- Principal Lecturers provide leadership across both their School and the wider University and demonstrate excellence in the areas of teaching and learning, research and scholarship, and management and academic leadership. They play a key role in inspiring and motivating colleagues and students and promote innovation, collaboration, quality enhancement and external recognition. They may also provide professional leadership, play an active role in professional bodies, and represent the University at regional and national levels.
- To be considered for the post at Principal Lecturer level, you will need to provide clear and objective supporting evidence as part of your application, with examples of achievement over a sustained period in teaching and learning, research and scholarship, and leadership and management.

# Person Specification

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. A good first degree in a relevant subject area.	Essential	Application Form
2. PhD in a field related to biomedical science, and /or relevant professional qualification and /or equivalent professional experience.	Essential	Application Form / Supporting Statement
3. PG Cert in Learning and Teaching in Higher Education (or equivalent) and/or Fellowship of the Higher Education Academy/Advance HE. *  <b>Essential for Principal Lecturer</b> Applicants for Principal Lecturer will be expected to have achieved both the qualification and fellowship criteria.	Essential	Application Form
4. Experience of teaching relevant subject area degree programmes at undergraduate or postgraduate level and/or knowledge, skills and experience in teaching medical or healthcare undergraduates.  <b>Essential for Principal Lecturer</b> Significant experience of the above, demonstrating excellence over a sustained period of time.	Essential	Supporting statement/ Interview
5. Ability to enhance research within medical education with peer-reviewed publications suitable for inclusion in Research Excellence Framework (REF) submission.	Essential	Interview
6. Demonstrable ability to enthuse, motivate and facilitate student learning using a variety of methods of learning and teaching including on-line modalities.	Essential	Interview
7. Demonstrable commitment to diversity and inclusion, and to health and well-being issues in both staff and students.	Essential	Interview
8. Evidence of making a significant contribution to both student recruitment and support activities [or willingness to do so].  <b>Essential for Principal Lecturer</b> Applications for Principal Lecturer will need to provide evidence of having made a significant contribution to student recruitment and support activities.	Essential	Supporting Statement / Interview

9. Excellent written and oral communication skills; ability to communicate confidently and clearly with a range of people including students, lecturers, managers, representatives of external organisations and the public, both orally and in writing.		
10. Track record of research and scholarly activity related to the field of medical education producing excellent outputs from research.  <b>Essential for Principal Lecturer</b> Track record of consistently producing excellent outputs from research over an extended period, and where appropriate generating income from research and/or knowledge exchange.	Essential	Supporting statement/ Interview
<b>Essential for Principal Lecturer</b> 11. A wide range of experience in providing leadership across both at School and wider University level in the areas of teaching and learning, research and scholarship and management and leadership.	Essential	Supporting Statement/ Interview
12. Knowledge and experience of working in collaboration with colleagues in NHS. Awareness of national strategic and policy developments in Higher Education and active membership of professional networks and associations in related fields.	Desirable	Supporting Statement
13. Experience of doctoral supervision is preferred, but post holders who do not have direct experience will be supported in the supervision of doctoral students as opportunities arise.	Desirable	Supporting Statement
14. Knowledge and experience of working with the GMC.	Desirable	Supporting Statement

- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency-based interview questions, tests, work-related exercise, presentation or teaching session etc.

\*Newly appointed staff who do not already hold HEA professional recognition will be required to achieve this within three years of their appointment to the post via the University’s accredited CPD scheme conferring Fellowship at the appropriate level.



# THE UNIVERSITY OF WORCESTER

Originally founded as a symbol of hope in the aftermath of the Second World War, the University of Worcester was established with a clear vision and noble aim: to help win the peace through education.



**Welcome** Professor David Green CBE, University of Worcester Vice Chancellor and Chief Executive, shares a message with prospective colleagues. [Listen now](#)





The founding principles of 1946 continue to shape much of our work today, harnessing the power of education to enrich lives and make a positive contribution to society.

Over the past decade, the number of students choosing to shape their future at the University of Worcester has more than tripled. We are now a community of over 10,000 students and 1,000 staff members, drawn from over 60 countries and a wide variety of disciplines, including nursing and health, teacher training and education, biological science, business, arts, humanities, psychology, law, sports science, management and more. Plans for the new Three Counties Medical School are well-advanced, with the first students expected to begin their studies in 2022.

Research at the University is flourishing. In 2014, the results of the national Research Excellence Framework made Worcester the country's most improved university for Research Power according to Research Fortnight. Research revenues have grown significantly, and outstanding new colleagues have joined the University creating a positive, productive environment.

We strive to be an outstanding university at which to be both a student and a member of staff. We concentrate on working together as a whole University, to create an environment in which people thrive, placing great importance on combining enduring human values with professionalism. We have a national reputation as a very friendly community, where both staff and students feel genuinely valued and empowered to make a meaningful contribution.



## The Hive

By opening our facilities in imaginative ways for the public benefit, we encourage cohesion and contribute to our community becoming even safer, stronger and more engaged. The opportunity to study at The Hive, Europe's first integrated university and public library, is a day-to-day encouragement to active citizenship and learning.





## The Arena

"Universities like ... Worcester have long been leading the way in improving the disabled student experience, by enhancing support services available to them and designing facilities with accessibility in mind. I want institutions like these to no longer be the exception, but the norm."  
Universities Minister,  
Chris Skidmore, 2019



**On Campus** Worcester has become identified with academic freedom and freedom of expression, with a reputation for demonstrating leadership and speaking out on critical issues.





The University has been ranked in the top 3 in the UK for Quality Education in each of the last three years of the Times Higher Education's University Impact Rankings, which assess how universities globally are meeting the UN's Sustainable Development Goals.

In 2021, the University was ranked No.1 in England for Gender Equality for the third year running. In the first rounds of the national gender pay reporting, the University was shown to be the UK's best performing university for fair gender pay. There is no statistically significant difference in gender pay at Worcester.

Worcester has been shortlisted three times as the Times Higher Education's University of the Year – in 2016, 2019 and 2020 - and twice for University of the Year in the UK Social Mobility Awards – in 2019 and 2020. In 2019 it was named Sustainability Institution of the Year in the Green Gown Awards 2019. Representing Britain and Ireland, the University was then highly commended globally for sustainability at the United Nations in June 2020.

Our annual revenues have risen more than fourfold since 2004 and are now approaching £100m, with the University's activities generate well over a quarter of a billion pounds annually for the regional economy, which generates more than 8,000 jobs in the area.

A highly imaginative, capital development programme has seen sustained investment in

inclusive, innovative, award winning facilities, including The University of Worcester Arena, the UK's first indoor sports arena purpose designed to include the wheelchair athlete, and The Hive, Europe's first University and Public Library.

One of the distinctive features of the University is that we strive to work in purposeful partnerships with many businesses, our Local Authorities, Health Trusts, Schools, Further Education and One of the distinctive features of the University is that we strive to work in purposeful partnerships with many businesses, our Local Authorities, Health Trusts, Schools, Further Education and 6th Form Colleges, Housing Associations and other natural partners for the University locally, nationally and internationally.

We have recently been appointed as the educational partner on plans to build a brand new multi million pound 'university centre' in Dudley as part of the Council's Towns Fund plan.

Working in partnerships on a principled, sustained basis enables us to achieve much more together.



**We are seeking to appoint exceptional people who share the University's values and goals to help lead the University to meet fresh challenges, record new achievements and make a still greater contribution to society.**



Read our  
**Strategic Plan:  
Vision and  
Values**



Find out why we  
are a finalist for  
**University of the  
Year**



Read our  
**Report and  
Financial  
Statements**

## **An engine of opportunity**

**Since earning our university title in 2005, the University has:**

- Created innovative and inspirational facilities including The Hive - Europe's first integrated university and public library, and the University of Worcester Arena - Britain's first inclusive indoor sports hall purpose designed to include the wheelchair athlete
- Made an outstanding contribution to the urban regeneration and renewal of Worcester – one of England's finest cathedral cities
- Become the best university in the Country for gender equality
- Been consistently outstanding for environmental sustainability
- Been a shining beacon for academic freedom worldwide
- Championed inclusive sport and physical education across the globe
- Pioneered the whole institution approach to widening participation
- Led national work to promote positive student mental health and wellbeing
- Been the most improved university for Research Power in the 2014 REF

# Ten Facts About the University

## Ranked top 3 for Quality Education

The University has been ranked in the top 3 in the UK for Quality Education in all three years – 2019, 2020 and 2021 of the Times Higher Education's University Impact Rankings, which assess how universities globally are meeting the UN's Sustainable Development Goals. The University has also been the No.1 university in England for Gender Equality in all three years of the rankings.

## Outstanding Contribution to Equality, Diversity & Inclusion winner

The University was the winner of the 2020 Times Higher Education Award for Outstanding Contribution to Equality, Diversity and Inclusion and winner of the 2019 THE Award for Outstanding Contribution to the Local Community. The University won the 2019 Guardian University Award for Internationalisation.

## Three Counties Medical School

In August 2021, the University was given the go ahead to recruit the first students to its new Three Counties Medical School. Construction is underway on a new healthcare training facility, which will feature a state-of-the-art anatomy suite.

## Shortlisted for University of the Year

Worcester has been shortlisted three times as the Times Higher Education's University of the Year – in 2016, 2019 and 2020 - and twice for University of the Year in the UK Social Mobility Awards – in 2019 and 2020.

## Sustainability Institution of the Year

Worcester was named Sustainability Institution of the Year in the Green Gown Awards 2019 and was Highly Commended in the global awards at the UN.

In the 2019 People and Planet University League, Worcester was awarded First Class Honours – an achievement it has recorded each and every year since 2009.

## Students' Union in top 10

The University scores consistently above our benchmark and the average in the National Student Survey. In 2021, Worcester Students' Union was ranked among the top 10 unions at mainstream universities across the UK in the independent survey.

## Top 10 for Sustained Employment

94.6% of Worcester graduates are in work or further study 15 months after graduating (Graduate Outcomes Survey 2020) and Worcester is in the top 10 for 'Sustained employment with or without further study' one, two and three years after graduation (most recent LEO).

## Top 10 universities which best reflect society

A report from the Higher Education Policy Institute (HEPI) in early 2018 placed the University of Worcester in the top 10 of universities which best reflect society.

## Top 10 for Postgraduate experience

Worcester is ranked among the very best in the UK in two national independent surveys exploring postgraduate teaching and research. In the AdvanceHE Postgraduate Taught Experience Survey (PTES) 2021, Worcester is ranked 3<sup>rd</sup> amongst 88 UK universities for overall satisfaction, while Worcester is ranked 7<sup>th</sup> out of 94 in the AdvanceHE Postgraduate Research Experience Survey (PRES) 2021.

## Top 20 for student experience

20<sup>th</sup> for student experience and 23<sup>rd</sup> for teaching quality (2022, published September 2021).



# LIVING & WORKING IN WORCESTERSHIRE

Where you live can have a big  
impact on your quality of life.







## Worcester

The University is located in the heart of Worcester, close to both the city centre and also the beautiful surrounding countryside, which has been designated as an area of outstanding natural beauty.



Worcester is a growing, vibrant city with a population of about 100,000. It is now regularly named as one of the happiest and safest cities in England and one of the best for children.

Worcester, Hereford and the surrounding areas excel with an exceptional choice of schools.

Located less than an hour from Birmingham - bordered by the Cotswolds to the East and the Malvern Hills to the West — Worcester is renowned for its history and heritage. Local landmarks include the inspiring Norman Gothic Cathedral; the Three Choirs Festival where Sir Edward Elgar's Enigma Variations were first performed in 1899; and the Commandery from which Charles II fought during the Civil War.

The University's City Campus is based in the sensitively restored Georgian Victorian Worcester Royal Infirmary where the British Medical association was founded in 1832. The New Road Worcestershire County Cricket ground built next to the banks of the River Severn, is ranked as one of the world's most beautiful.

When comparing property in the region to elsewhere in the country, it's worth considering:

- You will pay more than double the money for a comparable farmhouse in Oxfordshire
- A character cottage in Worcestershire or Herefordshire is about two thirds of the price of one in Oxfordshire

Worcestershire is easy to get to and easy to get around. With excellent road and rail links there are direct connections to London and three international airports within an hour's drive of the county.

On campus car parking is available for permit holders, but we are also committed to reducing our carbon emissions as part of our wider environmental commitment, and as a result we encourage staff to walk or cycle where possible. We offer a valuable salary sacrifice scheme for staff who wish to purchase a bike for travelling to work.

## What does it mean to work at Worcester?

Worcester offers a collaborative, innovative and inclusive workplace where you can thrive.

The University is among the largest employers in the county, with over 1,000 staff between our campuses.

The Worcester ethos is bold, caring, compassionate, and dedicated to excellence. Working at Worcester is more than a job; it's an opportunity to be your best, within a vibrant, welcoming community. We have a strong focus on creating an environment where individuals from diverse backgrounds and life experiences can both contribute and flourish.

And we care, always looking for ways to better the lives of our employees with benefits and offerings that support wellbeing, enhance the quality of life for you and your family, and help bring unity to your personal and professional life.



Watch [This is Worcestershire](#)



# What's it like to work at Worcester?

## Benefits snapshot

Worcester takes pride in offering generous benefits to support and enhance your career, health, and wellness. Here's a quick overview of the kind of support that has made us an award-winning employer of choice.

## Lifelong learning and career growth

We proudly offer generous education benefits for lifelong learning. You may be able to earn a Worcester degree while you work or take professional development opportunities that enrich your career skills.

## Progression and Reward Scheme

We proudly recognise the individual and collective achievements of our staff with progression opportunities and a staff reward scheme.

## Securing your future


We offer generous occupational pension schemes. All schemes provide valuable benefits on retirement, as well as life assurance and protection for you and your family. You can find out more about pensions, including retirement benefits and additional voluntary contributions on our website.

All schemes provide valuable benefits on retirement, as well as life assurance and protection for your family.

# Supporting your work, life and wellbeing

For many of us, our work is an integral part of our life. Worcester benefits and programmes help you balance a meaningful career with a high quality of life. Thrive at work and beyond with support and resources:

- Generous time off – Look forward to time off, with an annual allowance that increases with your length of service.
- Flexible work options – Many of our employees have alternative work schedules or remote work arrangements that meet both personal and departmental needs.
- On-site childcare - We have an excellent nursery on campus for children of staff and students. The nursery is accredited by Ofsted and works with little ones from three months up to school age. We offer a salary sacrifice scheme for any childcare costs, providing you valuable savings on tax and National Insurance.
- Employee Assistance Programme - Free, confidential 24/7 support offering professional support and specialist advice on a range of issues that may have an impact on an employee's health and wellbeing.
- Health and wellbeing - Staff are able to access many of the University's state of the art sports facilities at discounted rates, from sports pitches to the gym and our on campus sports centre. A range of classes are also available, including dance, yoga and Pilates, as well as several staff sports clubs.
- Support for you and your family – Worcester offers an exceptionally inclusive working environment with programmes and resources dedicated to meeting the needs of a diverse workforce.



## Find out more about Worcester

[Visit our website](#)

[Explore our news archive](#)

[Follow us on social  
media](#)

[Watch our inspirational  
'Worcester Stories' films](#)



## How to Apply

To make your application and to find out more about the University, visit [www.worcester.ac.uk/jobs](http://www.worcester.ac.uk/jobs)

If you have any questions about working at Worcester or the recruitment process get in touch with our Human Resources team:

Telephone: 01905 855170

Email: [jobs@worc.ac.uk](mailto:jobs@worc.ac.uk)

