

## Job Description

**Role Title: Senior Research Fellow in Renal Transplantation**

**Band: Research Fellow**

**Contract: Fixed Term**

**Responsible to: Clinical Lead**

**Accountable to: Chief Medical Officer**

**Location: University Hospital Coventry & Warwickshire**

### Key working relationships:

#### Our Vision, Values and Behaviours

At University Hospitals Coventry and Warwickshire (UHCW) NHS Trust our vision is to be a national and international leader in healthcare, rooted in our communities. Our Organisational Strategy *More than a Hospital* (2022-2030) was shaped by the views of our staff, patients and stakeholders and sets a clear plan for improvements in healthcare.

We aim to deliver the best care for our communities, being exceptional in everything we do. We do this by providing proactive, joined up support for local people and we deliver specialised services for those with the most complex health conditions. We set out to create the best experiences for our staff and work positively in partnership with other organisations to achieve the best healthcare outcomes.

Our vision and purpose are underpinned by a clear set of values that reflect the culture we want to create: *Compassion, Openness, Pride, Partnership, Improve, Learn and Respect*. Developed by our staff, our seven values guide what we do daily. Whatever our role or level, we commit to uphold these values as we work together to deliver world class care.



#### Net Zero and Sustainability

UHCW NHS Trust, by virtue of its Green Plan, is committed to ensuring that the way we provide services minimises the impact on the environment and the future health of the public e.g. zero waste to landfill, reducing our carbon footprint and increasing our recycling and reuse percentages.

#### Job Summary

This opportunity has arisen to replace our academic research fellow in Renal transplantation. We are seeking a dynamic and motivated individual to join an active group of clinicians and academics in Nephrology & Transplantation, at University Hospitals Coventry & Warwickshire (UHCW) NHS Trust. UHCW has a clinical collaboration with Oxford hospitals in renal transplantation, the COxTnet partnership, first of its kind in the U.K, to facilitate high quality patient care, research and education in renal transplantation.

The post-holder will be employed by and based at UHCW NHS Trust and will be expected to undertake a period of research activity in Renal Transplantation. The research will be executed on the Clinical Sciences & Research Institute (CSRI) based at the UHCW in collaboration with Coventry University. At the end of the tenure, it is expected that a research portfolio will be established, with outputs that include publication of original articles and presentation of data at national and international scientific meetings.

Active participation in clinical trials both commercial and non-commercial is expected of the candidate. Additionally, there will be fixed clinical commitments including on-calls to which the post-holder will contribute to. The post-holder will be expected to co-operate with the other clinicians and academics, and work alongside other specialist trainees in Nephrology & Transplantation.

### **Main duties**

1. To contribute and manage the day-to-day research activity of the specified project and establish a sound research base to pursue collaborative research of high quality.
2. To ensure that high quality research is undertaken in accordance with relevant legislation and Good Clinical Practice.
3. To provide regular weekly input towards Nephrology and Transplantation related clinical trials.
4. To publish research outcomes in appropriate journals of international standing and to publish and disseminate the results of research and scholarship in other outlets.
5. To attend and present research findings and papers at academic and professional conferences, and to contribute to the external visibility of UHCW.
6. To contribute to the preparation of grant applications and projects including support of the existing research team.
7. To participate in the Nephrology/ Renal Transplant 1 in 5 middle grade on call rota.

The above duties and responsibilities are intended to represent current priorities and are not meant to be an exhaustive list. The post holder may from time to time be asked to undertake other reasonable clinical duties and responsibilities. Any changes will be made in discussion with the post holder according to service needs.

### **RENAL STRUCTURE**

The University Hospital Transplant centre provides full time kidney transplant services for adults within the Coventry and Warwickshire region. In addition with patient choice, the unit has seen an ever increasing number of patients being referred for transplantation from outside its main catchment area. These areas include, Dudley, Stourbridge, Wolverhampton, East Birmingham, Lichfield and Tamworth.

The University Hospital Transplant centre also provides an internationally acclaimed antibody incompatible kidney transplant service for the United Kingdom and Europe. The transplant centre has been recognised as the largest antibody incompatible adult kidney transplant centre in Western Europe, holding, in addition with the University of Warwick Medical School, a biannual international conference on antibody incompatible, kidney transplantation and research.

Currently the Trust clinical management structure is based on a Specialty Group system. Nephrology and Transplantation have recently been combined with Oncology and Haematology. The Clinical Directors report directly to the Chief Operating Officer, Chief Finance Officer and the Medical Director.

## Management Team

Group Clinical Director:	Dr Asad Ali
Sub Group Lead:	Dr Murthy
Group Manager:	Paula Bennett
Clinical Lead for Renal & Transplant:	Dr Hemali Kanji
Modern Matron Renal	Lynda Mott

## Renal Departmental Staffing Structure

### Nephrologists

Dr Hemali Kanji	Clinical Lead for Renal and Transplantation
Prof Nithya Krishnan	Clinical Lead for Transplant Medicine /Young Adult/ Research
Dr. Surabhi Talwar	Transplantation/Vasculitis
Dr Andrew Short	Vasculitis
Dr Daniel Ford	IT and Home Haemodialysis
Dr Waqar Ayub	Hospital Haemodialysis/Clinical Trials
Dr Krishna Appunu	Acute Kidney Injury
Dr Rizwan Hamer	Peritoneal Dialysis
Dr Andy Stein	Low Clearance
Dr Simon Fletcher	Nephrology/Obstetric
Dr Sentiru Baladurai	Acute Medicine/Nephrology joint post with the RAF
Dr Sarah Grieve	Medical Education/ Nephrology
Dr Laura Harrison	Nephrology
Dr Gemma Banham	Vasculitis/Research

### Surgeons

Prof C Imray	Transplant & Vascular Surgeon
Mr D Roy	Transplant Service Lead
Mr J Hunter	Transplant & Access Surgeon
Mr T Fernando	Associate Specialist in Surgery
Mr. Callaghan	Transplant & Access Surgeon
Mr. Mentor	Transplant & Access Surgeon

## RESEARCH

Prof R Higgins and Prof N Krishnan have successfully developed a desensitisation programme for Antibody Incompatible Transplantation (AIT), which is internationally recognised as one of the world's leading AIT units. It has resulted in referrals from units across the UK and Republic of Ireland. Apart from AIT research our other projects include epidemiological studies in transplantation and live donation, physiology of renal failure patients, adherence in young adults and long term outcomes in transplantation.

Coventry University is our main partner University and our collaborators at the University are, Prof. Ala Szczepura, Prof. Petra Wark and Prof. Andrew Turner.

Our national and international collaborators in the various streams of research are

Prof. David Briggs, NHSBT, Birmingham,

Dr. Natasha Khovanova, Warwick School of Engineering, University of Warwick

Mrs. Lisa Mumford and Mr. Matthew Robb, Organ Donation and Transplantation, NHSBT, Bristol

Prof. Toshio Nomura, Yamaguchi University, Japan

Prof. Medhat Askar, Baylor Institute, Texas, USA

Dr. Stephen Marks, GOSH, London

Dr. Larissa Kerruck, Birmingham Children's Hospital, Birmingham

The high quality research programme has ensured a steady output of presentations in many national and international meetings and publications in peer reviewed journals every year. In addition, our unit actively participates in many clinical trials, which is led by Dr. Ayub.

### **CONTINUING EDUCATION**

The trust supports the requirements for Continuing Medical Education as specified by the Royal College of Physicians and is committed to providing time and financial support for these activities. You will be required to partake in the programme of continuing education in the department. In addition you will be expected to continue to develop professionally.

### **TEACHING**

There is a weekly programme of clinical meetings within the department and within the directorate. There are excellent library facilities in the recently built in the clinical science building of University hospital.

All candidates are advised to become members of The Transplantation Society and benefit from all the learning materials

### **AUDIT**

The department has an active audit and quality programme. Regular meetings are held and all members of the department are expected to attend and participate. Audit will be a key aspect of this role.

### **RESEARCH, DEVELOPMENT & INNOVATION (RDI) WITHIN THE TRUST**

The RDI Team is responsible for facilitating research and supporting all researchers within the Trust with the ultimate aim of improving patient care. UHCW NHS Trust also hosts West Midlands (South) Comprehensive Local Research Network and collaborates with several national clinical research networks.

The RDI Team are committed to developing the research culture within the Trust and ensuring that all research in the Trust is conducted to the highest standards. They provide a complete on-site RDI management service to Trust staff. This includes advising on all aspects of the research process, providing access to statistical support, costing and financial management, negotiating contracts and training researchers. Researchers can access support through development of strong grant proposals and completion of grant applications.

All staff members are encouraged to develop and protect their ideas and innovations (intellectual property) and the RDI Team also provides support to develop the ideas of our staff into commercially viable products.

### **CLINICAL GOVERNANCE WITHIN THE TRUST**

UHCW continues to develop its clinical governance arrangements and the need to encompass and achieve the modernisation of services. The goal is to secure continuous improvement in patient care and to ensure corporate accountability for clinical performance. The objectives of the Trust's clinical governance strategy are to implement comprehensively and embed clinical governance, underpin closer relationships between the Trust and its partners across health and social care boundaries and to meet and exceed the expectations of national standards.

To this end the Trust has a small centralised Clinical Governance Support Unit that co-ordinates and facilitates integration of clinical governance across the organisation and works collaboratively with external partners. Clinical Divisions have arrangements and structures in place to deliver continuous improvements in patient care via the clinical governance and modernisation agendas. The infrastructure to support staff in achieving and embedding clinical governance at the patient interface

and to ensure that programmes of clinical governance are attained has been defined and is under development.

**Terms and Conditions**

Appointments at University Hospitals Coventry and Warwickshire NHS Trust will be made in accordance with the locally agreed terms and conditions for Clinical Fellows. A copy of these terms will be issued to all successful applicants on appointment. The post holder will also be required to act in accordance with local policies agreed by the Trust.

## Person Specification

**Job Title:** Senior Research Fellow in Renal Transplantation

### Supporting Evidence

In the supporting evidence of your application form, you must demonstrate your experiences by giving specific examples for the criteria within the person specification.

Factors	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Full GMC Registration (with a 'Licence to Practice').</li> <li>• MBChB or equivalent.</li> <li>• MRCP (UK) or equivalent.</li> <li>• Full time postgraduate training (or its equivalent) gained on a part time or flexible basis in Nephrology and Renal Transplantation.</li> </ul>	<ul style="list-style-type: none"> <li>• MRCP Specialist Certificate Examination (RCP).</li> </ul>
<b>Experience &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Experience of teaching at postgraduate levels.</li> <li>• Experience of studies and presenting in national and international meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of clinical trials.</li> <li>• Publications in peer reviewed journals.</li> <li>• Basic knowledge in Artificial Intelligence.</li> </ul>
<b>Skills &amp; Ability</b>	<ul style="list-style-type: none"> <li>• Ability to run unsupervised renal transplant clinic sessions.</li> <li>• Audit &amp; research skills.</li> </ul>	<ul style="list-style-type: none"> <li>• Track record of posters, presentations at national or international conferences, publications in peer-reviewed scientific &amp; clinical journals.</li> </ul>
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• Committed to job.</li> <li>• Good communications skills.</li> <li>• Good organisational skills.</li> <li>• Ability to work well with colleagues and to relate to patients/relatives in an understanding and sympathetic manner.</li> </ul>	
<b>Commitment to Trust Values and Behaviours</b>	<ul style="list-style-type: none"> <li>• Must be able to demonstrate behaviours consistent with the Trust's values.</li> <li>• (As detailed in UHCW's <i>Values in Action</i> document below)</li> </ul>	

## Contractual Responsibilities

- **Confidentiality:** The post holder must maintain confidentiality, security and integrity of information relating to patients, staff and other Health Services business.
- **Health and Safety:** All staff must be familiar with the Trust Health and Safety Policy, including a thorough understanding of personal responsibilities for maintaining own health and safety and others.
- **Risk Management:** All staff need a basic working knowledge of risk management to enable them to participate in identification and control of all business risks they encounter in their area of work.
- **Equality and Diversity:** Everyone has the opportunity to be treated with dignity and respect at work and has a clear responsibility to comply with the detail and the spirit of the Dignity at Work Policy.
- **Infection Control and Prevention:** The Trust is committed to minimising risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work.
- **Safeguarding Vulnerable Adults and Children:** The Trust is committed to ensuring the safeguarding of vulnerable adults and children in our care. All employees are required to be familiar with their responsibilities in this area and to raise any concerns as appropriate.
- **Conflict of Interest:** The Trust is responsible for ensuring that the service provided for patients in its care meets the highest possible standard. Equally, the Trust is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The Trust's Standing Financial Instructions require any officer to declare any interest, direct or indirect, with contract involving the Trust. Staff are not allowed to further their private interests in the course of their NHS duties.
- **Working Time Regulations:** The Working Time Regulations 1998 require that you should not work more than an average of 48 hours in each working week. For example, in a 26 week period you should work no more than 1,248 hours. Employees may choose to opt out by providing written notification as appropriate.

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## Our values in action

We live our values in action in our work with patients, visitors and colleagues.

- ✓ Being polite and introducing ourselves to everyone we meet.
- ✓ Treating everybody as individuals and respecting their needs.
- ✓ Being approachable, caring and helpful at all times.
- ✓ Communicating with patients, visitors and colleagues, respecting confidentiality and privacy.
- ✓ Taking the time to actively listen and understand individual needs.
- ✓ Being open and honest.
- ✓ Acknowledging that we don't always get it right.
- ✓ Speaking out when we see things aren't right and supporting others to do the same.
- ✓ Giving praise and saying thank you for a job well done.
- ✓ Celebrating and recognising personal, team and organisational achievements.
- ✓ Using the skills, experience and diversity of staff to better deliver our objectives and services.
- ✓ Actively working with patients and visitors to improve services.
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW.
- ✓ Taking personal responsibility for our own learning.
- ✓ Keeping up-to-date with mandatory and professional development
- ✓ Developing ourselves and others, independent of our job role or profession
- ✓ Taking personal responsibility to make improvements by suggesting new ways of doing things
- ✓ Taking opportunities to learn with and from others
- ✓ Embracing change and supporting others through it
- ✓ Putting in place ways to receive feedback and acting to change things
- ✓ Seeking and adopting best practice from colleagues and other teams within UHCW
- ✓ Working across boundaries to improve the experience of patients, visitors and colleagues

