

NIHR BRC Theme Academic Career Development Lead

Call for Expressions of Interest

The University Hospital Southampton NHS Foundation Trust (UHS) and University of Southampton (UoS) are inviting an Expression of Interest for the role of NIHR BRC Theme Academic Career Development Lead (ACDL).

The NIHR Southampton Biomedical Research Centre takes new discoveries, treatments and technologies into the clinic, using unique tools, facilities and world-changing expertise across our five key research areas. We aim to improve people's health and resilience throughout life, generating the next generation of improved and personalised treatments.

Our Theme ACDLs are responsible for supporting the development, delivery, monitoring and evaluation of the Academic Career Development Strategy. The strategy aims to attract, retain and develop individuals along the career pathway, from pre-doctoral scholar to senior research leader, supporting equity of opportunity, achieving a diverse workforce, and developing talented individuals from all relevant professional backgrounds (doctors, nurses, AHPs, pharmacists, scientists, infrastructure support staff). The BRC achieves this through strategic investment in talented people using open, transparent, competitive processes via mentoring programmes, leadership development programmes, and focussed learning based on an analysis of learning needs.

The partnership seeks to appoint an individual to work with the BRC ACDL to deliver the strategy for the current BRC funding cycle (2022-2027). Specifically, we wish to appoint an individual employed by University Hospital Southampton NHSFT or University of Southampton who has an appreciation and passion for developing the research careers of research scientists, nurses, midwives, allied health professionals, healthcare scientists, pharmacists and doctors.

It is anticipated that, alongside delivery of the BRC's offer for relevant professional groups, the portfolio of responsibility for each ACDL will be negotiated in relation to specific Themes and project work relevant to their experience, ensuring there is parity of activity and responsibilities across the ACDL team. The Theme ACDL will be formally identified and recognised within their institution. The Theme ACDL will be named in any training materials, induction packs and other communication tools relevant to their engagement with individuals on an academic track.

The successful candidate will have strong leadership and management skills and a track record of building experimental research capacity and capability.

Expressions of interest should be made through submission of an up-to-date curriculum vitae (CV) and covering letter to brc-applications@uhs.nhs.uk. The covering letter should detail your reasons for applying and what you would bring to the role.

The deadline for submissions of expressions of interest is 12:00 midday on Monday 17th March 2025.

Expressions of interest will be shortlisted and interviews will be held on Friday 21st March 2025.

See Appendix 1 for role description and person specification.

For further information, please contact Associate Professor Malcolm West, the BRC Academic Career Development Lead at m.west@soton.ac.uk.

Appendix 1

Southampton BRC Theme Academic Career Development Lead Role Description and Person Specification

Job Role

Role title:

Southampton BRC Theme Academic Career Development Lead (ACDL)

Time commitment:

Up to 1 programmed activity or up to 0.1 WTE

Role accountable to¹:

BRC Academic Career Development Lead
BRC Director
BRC Senior Programme Manager

¹Line management arrangements for the substantive post held by the individual will remain unchanged

Posts works closely with:

BRC Theme ACDLs, BRC Theme Leads, UHS R&D Director, UoS Associate Dean for Research Faculty of Medicine and Deputy Head of School (Research) School of Health Science, relevant UoS Graduate School Directors, other Southampton-aligned NIHR Academic Career Development Leads and Infrastructure Directors, BRC EDI Lead, Head of SCEI

Background

Reflecting our commitment to career development, the Southampton BRC has developed an academic career development team to help build the organisation's leadership capacity and capability. This consists of tailored education, training and career development of our BRC research and infrastructure workforce, guided and overseen by the BRC Academic Career Development Lead. The Theme ACDLs form part of this team.

Vision

Our vision is to attract, retain and develop individuals along the career pathway, from pre-doctoral scholar to senior research leader, supporting equity of opportunity, achieving a diverse workforce, and developing talented individuals from all relevant professional backgrounds (doctors, nurses, AHPs, pharmacists, scientists, infrastructure support staff).

Key primary responsibilities

1. Support Southampton BRC's Academic Career Development Strategy and delivery plan in collaboration with the wider Academic Career Development team.
2. Undertake responsibility for specific Themes and project work (e.g. PhD Studentship programme), consulting with the BRC Academic Career Development Lead.
3. Be an active participant in NIHR Academy Academic Career Development Forum meetings.
4. Work with the wider Academic Career Development Forum and NIHR Academy to integrate local academic career development initiatives with national schemes and activities.
5. Share good academic career development practice and learn from others.
6. Support the timely collation of information on BRC-aligned NIHR Academy members and Associate members to be reported to NIHR, supported by the BRC administration team.
7. Communicate NIHR academic research opportunities to BRC-aligned NIHR Academy members.
8. Work with the Southampton Academy of Research making an active contribution to the UHS Pioneering Research and Innovation strategy.
9. Work closely with the UoS Faculty of Medicine Associate Dean for Research and School of Health Sciences Deputy Head of School (Research), the Director of the Southampton Clinical Academic Training Scheme (SoCATS) and other infrastructure Academic Career Development Leads and relevant Graduate School Directors to achieve coordinated activity across the Southampton partnership.
10. Actively engage with NIHR via the NIHR Academy and/or Research Council training initiatives and represent Southampton at NIHR national and regional training meetings.
11. Maintain and develop Southampton's reputation as a leading centre for health research talent management.
12. Help support and develop the SoAR BRC early career researcher champions/Theme Links, as appropriate to agreed portfolio.
13. Together with the Academic Career Development Lead, advise the BRC on strategic direction for research training and education. Strategy will be developed in the context of NIHR Academy strategy and policy and the Trust and University strategic visions and operational structures.
14. Together with the Academic Career Development Lead, identify research training and education priorities, representing clinical academic staff/units engaged or wishing to engage in clinical academic career pathways in relation to translational research.
15. Deputise for the BRC Academic Career Development Lead at BRC Board meetings, Scientific and Management Committee meetings, and Operational Strategic Delivery Leads meetings as required.
16. Promote the BRC through public speaking, public engagement and networking.
17. Contribute to the integrated approach to research governance and management, upholding standards of research governance through facilitating training and education opportunities.

Criteria – Qualifications, knowledge and experience

Essential

- PhD or equivalent professional qualifications and experience in translational research
- Detailed knowledge of translational research
- A sustained record of excellence in teaching and learning activities in translational research

Desirable

- Sustained record of capacity building in research through supervising, championing, supporting or mentoring individuals and/or programmes
- Membership of national or international advisory bodies and/or learned societies. Involvement in national and international academies of science and organisations. Membership of national committees that manage fellowship schemes and training initiatives
- Experience of career mentoring

Criteria – Planning/leadership and organising

Essential

- Proven leadership ability in University, NHS or other settings

Desirable

- Qualification in leadership

Criteria – Problem solving and initiative

Essential

- Proven ability to implement successful change management initiatives and formulate them in the context of career development/support

Criteria – Management and teamwork

Essential

- Proven ability to oversee people and resource management processes in order to deliver key activities
- Proven ability to recognise and deal with obstacles and difficulties so the team can deliver

Criteria – Communicating and influencing

Essential

- Proven ability to establish and build relationships with multiple stakeholders
- Able to contribute to the development of the UHS/UoS partnerships profile
- Proven ability to use influence to develop positions or strategies

Criteria – Other skills and behaviours

Essential

- Compliance with relevant Health & Safety issues
- Positive attitude to colleagues and students

Criteria – Special requirements

Essential

- Able to attend national meetings as required