

Institutional information – key facts for inclusion as appropriate

Support statements must be personal to your application to avoid the same document being submitted for different people from the same source. The NIHR have fed back that they expect tailored and personal statements of organisational support so, if you use some of the text below, it needs to be refined to connect with your own situation, context, focus of project, career to date and plans for the future.

Brief information that describes research excellence of both organisations pertinent to your proposal is generally required. Start with your substantive employer, and then weave in the honorary organisation.

Work up as a Word document in conjunction with your supervisor. Submit to relevant School, Faculty and/or Trust division/care group/department to the named person who will confirm participation on the system and may, for some schemes, have to make the final submission on behalf of the host institution. This might be the Faculty Associate Dean for Research, Deputy Head of School (Research) or relevant Head of Department or Care Group. They should review, augment and discuss the text with you, as necessary.

University – generic information

You are not expected to use all of this generic information. Recent feedback from the NIHR says they really don't want reams of text extolling the virtues of the institution, but rather it should be personalised to the applicant and the project. Think carefully how you demonstrate the excellence of your chosen academic partner in your chosen area of research.

The University of Southampton is one of the world's top 100 universities. In Research Excellence Framework (REF) 2014, the University of Southampton reaffirmed its position as one of the leading research universities and was ranked eighth in the UK based on research intensity. Over 96 per cent of the University's research environment has been assessed as world-leading and internationally excellent, and nearly 90 per cent of its research has been assessed as having world-leading and internationally excellent impact. 40% of our research activities involve industry collaboration.

The University of Southampton is a founding signatory of the Athena SWAN Charter. The University holds a Silver Athena SWAN award (attained in 2016) and is seeking Gold.

The university has a dedicated grants support team who can advise on funding streams, grant writing, financial management and reporting.

Working in partnership with Faculty Graduate Schools and Professional Services, the University of Southampton Doctoral College provides a focal point for the training and development of doctoral researchers across the university. In addition, the Centre for Higher Education Practice (CHEP) provides opportunities for academic professional development across the university, particularly through access to references and resources for research staff.

In partnership with University Hospital Southampton

A foundation of its success has been the strong partnership between the University of Southampton and University Hospital Southampton. The relationship draws strength from the very best of Southampton's basic science research in biomedicine, psychology, social sciences, electronics and computer science and mathematics and allows us to continually pursue excellence in health and social care research, education and professional practice.

University Research group

This is by far the most important bit. Describe the research group/department and key people in it who will support the fellowship holder, how the research project and person will be aligned with this focus and expertise, describe any facilities and resources available and what 'support' you will get from group, e.g. seminars, departmental meetings, being part of doctoral and post-doctoral community.

Generic information

The School of Health Sciences in the Faculty of Environmental and Life Sciences is internationally acknowledged as the leading centre for research in Nursing, Allied Health Professions, and Health Sciences in the UK. The School of Health Sciences is ranked first in the Times Higher's (December 19, 2014) research intensity-weighted GPA ranking and first in Research Fortnight (2014 Quality Rankings), with Health Sciences at Southampton as the number one institution for the overall quality of our physiotherapy research. (The Complete University Guide and the Times University Guide 2019, 2020).

The School's aim is to build and sustain world-leading applied health research that will lead to real improvements health care. The impact of our research and our research environment received the maximum possible scores with 100% judged as 4 world-leading in REF 2014. These excellent results confirm our position as a leading research-intensive School of Health Sciences. The research strategy is aimed at generating the highest quality research and making a real difference to people's lives and is based on strong links with the NHS and other healthcare organisations in collaboration with leading figures from a range of clinical professions, and research. Our research also helps to prepare the healthcare leaders of the future feeding into the School's educational and enterprise programmes, and vice versa, giving our students the opportunity to work with cutting-edge research teams, in four research groups: Active Living; Health Needs; Fundamental Care and Health Work.*

<https://www.southampton.ac.uk/healthsciences/research/index.page>

Clinical academic development

The School is a leading national and international centre for developing nursing, midwifery and allied health professional clinician researchers through its clinical academic careers initiative, which builds on strong clinical partnerships with University Hospital Southampton specifically as well as other NHS Trusts across Wessex.

Our Health Sciences academics have a long history and leading track record in nurturing and supporting nurses, midwives and AHPs (NMAHPs) across the entire career trajectory from pre-doctoral to senior investigator, within a strong culture of inter-disciplinary research. We have a leading role with the NIHR ARC Wessex and within the School of Health Sciences are strongly committed to supporting a range of fellowships (e.g. NIHR, Diabetes UK, Versus Arthritis UK, UKRI, Wellcome, ESRC). Since 2014, we have extended and expanded our post-doctoral clinical academic capacity for NMAHPs (45 awards: Senior Investigators, Senior Fellowships, Advanced Fellowships, Senior Clinical Lectureship, Clinical Lectureship) and 51 NIHR, ARC and School/Trust partnership funded clinical academic PGR students have been awarded. Since 2006, we have supported many internships and NIHR funded MRes studentships (108 awards), successfully building capacity in research knowledge as a pre doctoral pipeline.

XXX will benefit from career development support specific to non-medical clinical academic career pathways. They will participate as part of our larger clinical academic team of senior researchers, Early Career Researchers and PhD students in additional activities that focus career development. They will also work alongside the established multidisciplinary researchers housed in the clinical academic facility, funded through URKI and EU projects e.g. EU Marie Curie Integrated Training Network 'STINTS' and will also have access to the purpose-built Clinical Academic Facility at University Hospital Southampton (UHS) NHS Foundation Trust, currently housing 28 clinical academic PhD students. The purpose-built facility provides open plan research space, conference rooms and specialist laboratories to support research (including a biomechanics laboratory, imaging facilities and a CAT2 biochemistry lab).

For inclusion in Doctoral fellowship applications:

In addition to the Doctoral College training focused on transferable skills and employability, we offer a Health Sciences doctoral training programme. This consists of the taught component of the MRes, with modules focused on clinical and health research, specifically design & methods, conducting research, planning research, quantitative and qualitative methods from the clinical and health research perspective. In addition, we run regular PGR student forum sessions which provide more in-depth discussion on topics requested by the students, for example ethics and approvals, patient and public involvement. Finally, students are invited to attend the Health Sciences seminar series and have opportunities to present via their research groups.

Generic information

The Faculty of Medicine leads innovative learning and discovery for better health across the life course. The Faculty aims to establish its reputation as an internationally recognised Medical School (placed in the top 100 in 2021 in the QS global subject rankings), and to secure its place as one of the UK's leading Medical Schools, building upon three distinctive features: our strong partnership with the local NHS (particularly University Hospital Southampton NHS Foundation Trust - UHS) to deliver translational research and equip the next generation of doctors to work in a rapidly-changing environment; collaborations at the life sciences interface with engineering, mathematics, computing, chemistry and nanotechnology; and exploitation of the enterprise agenda to maximise the impact of our education and research.

Our research will focus on four key approaches:

- Combining basic mechanistic and clinical research to deliver internationally-leading research and resultant outputs
- Early clinical translation, utilising and fostering links with the NHS
- Interdisciplinary collaborations, through the UoS Institute for Life Sciences (IfLS)
- Enterprise and innovation

Our research falls within five key themes:

- Cancer Sciences
- Healthy Ageing and Multi-Morbidity
- Infection and Microbial Science
- Developmental Sciences and Regenerative Medicine
- Population Science

Supporting these themes are five cross-cutting research methodology platforms that guide investment in equipment, core facilities and technical support:

- Cell Biology & Chemistry of Life
- Immunology
- Clinical Trials & Experimental Medicine
- Systems Biology
- Data Science

We are proud to host six research centres, which are fully integrated within the Faculty and our strategy. These are:

- [Cancer Research UK \(CRUK\) Southampton Centre](#) incorporating the Centre for Cancer Immunology and the [NIHR CRUK Experimental Cancer Medicine Centre \(ECMC\)](#)
- Southampton Centre for Biomedical Research incorporating the [NIHR Southampton Biomedical Research Centre \(BRC\)](#) and the [NIHR Southampton Clinical Research Facility \(CRF\)](#)
- [NIHR Wessex Applied Research Centre \(ARC\)](#)
- [NIHR School for Primary Care Research](#)
- [MRC Lifecourse Epidemiology University Unit \(MRC LEU\)](#)
- [Versus Arthritis-MRC National Centre of Excellence for Musculoskeletal Health and Work](#)

The Faculty also has four major enterprise units, which are pivotal in Faculty activities. These are the [Southampton Clinical Trials Unit \(SCTU\)](#), the [Wessex Institute \(WI\)](#), The [NIHR Research Design Service South Central](#) and the [Clinical Informatics Research Unit \(CIRU\)](#).

Clinical academic development

The Southampton Clinical Academic Training Scheme (SoCATS) brings together the Faculty of Medicine and

Health Education England-Wessex (HEE-W) to support the development of our Academic Foundation (AF) trainees, Academic Clinical Fellows (ACFs) and Clinical Lecturers (CLs).

AF trainees are provided with monthly training throughout year 1 on research methods. There is a four-month rotation in year 2 for an academic placement with hands-on research.

ACFs and CLs can access a wide range of training opportunities (research methodology, epidemiology, statistics, etc.) to support their development. Trainees can also access workshops on scientific writing, abstract writing, poster presentations, supervisory skills and research impact. Professional development workshops include time management, leadership skills, building/managing research teams, public engagement, and teaching skills. Mentoring for clinical academic trainees is facilitated via the Faculty Mentoring Scheme.

ACFs and CLs can access funding to attend conferences to disseminate their research findings, as well as other research related events. Financial support is available to fund training to support academic development.

As a result of the rigorous scientific training received many of our former or current ACFs and CLs have made significant discoveries in their field of research and have published these findings in international journals. This includes publications in *Lancet*, *Nature Medicine*, *Nature Genetics*, *British Medical Journal*, *Lancet Oncology*, *Lancet Infectious Diseases*, *Lancet Diabetes and Endocrinology*, *Proceedings of the National Academy of Sciences USA*, *Gut*, *American Journal of Respiratory and Critical Care Medicine*, *Journal of Allergy and Clinical Immunology*, *Journal of the National Cancer Institute*, *Cancer Research*, *Clinical Cancer Research*, *Brain*, *Blood*, and many other reputable journals.

Career progression is supported via three fellowship Champions and the University Research and Innovation Services team, who provide bespoke advice and assistance with fellowship applications.

Since the inception of our Integrated Academic Training programme over 100 NIHR funded ACFs have completed their ACF with the majority continuing research once their post has come to an end.

We have an excellent track record of CLs being awarded intermediate or advanced fellowships, including Career Development Fellowships (NIHR, MRC, Pathological Society, Fulbright Scholarship), Postdoctoral Fellowships (NIHR, Wellcome Trust) and Clinician Scientist/Advanced Clinician Scientist Fellowships (CRUK, MRC).

SoCATS has a network of Academic Leads who can provide information specific to their specialty. Details of academic leads can be obtained via our SoCATS website (<https://www.southampton.ac.uk/socats/index.page>).

NOTE – Further information on SoCATS can be found on our [website](#) and [Intranet site](#) (UoS login required).

Transferable Skills Programme, peer support and wider university participation

Our **transferable skills programme** provides a wide range of training opportunities for our Postgraduate Research Students, Postdoctoral Researchers, and clinical academic trainees. The programme has been developed in line with the national Researcher Development Framework. It includes a range of workshops, varying from one hour to one day in duration covering topics including **scientific writing**, **presentation skills**, **mentoring** and **interview skills**. A range of online training materials are also available.

Postgraduate research students are represented on many University and Faculty committees. They are encouraged to raise issues or make suggestions through their representatives. Students enrolling at the start of the academic year benefit from interacting with staff and other PGR students at the induction day and subsequent FoM training programmes. Opportunities for further meetings are provided throughout the year via this training programme and also by attending School seminars and biannual student fora.

UHS Trust – generic information

Again you don't have to use all of this – refer to relevant areas as needed and specific to context of your own research and situation. So if you are doing research that aligns with expertise and focus of the BRC for example, mention that, and what the BRC will offer in terms of support and development.

University Hospital Southampton NHS Foundation Trust is one of the largest acute teaching trusts in England, with a turnover of more than £878m (2018-19). It provides hospital services for 1.9 million people living in Southampton and southern Hampshire and specialist services including neurosciences, respiratory medicine, cancer, cardiovascular, obstetrics and specialist children's services to more than 3.7 million people in central southern England and the Channel Islands.

UHS gained foundation trust status on 1 October 2011.

In 2019-2020, at three sites across the city of Southampton, more than 11,500 staff, including more than 700 consultants, professors and senior lecturers, saw over 729,000 people at outpatient appointments, dealt with 139,000 attendances at the emergency department and treated 157,000 inpatients and day patients, including over 63,000 emergency admissions. In addition, the Trust delivers more than 100 outpatient clinics across the South of England to keep services local for patients. Providing these services costs over £1.9 million per day.

Research is an integral part of University Hospital Southampton's mission to constantly improve and be able to offer better care to our patients. The Trust's Research Strategy (2017-2022) "Research for All", and UHS Clinical Strategy (2020-2025) lay out the Trust vision that research is fundamental to everything we do, embedded in the delivery of care.

One of the UK's largest University Hospitals, UHS is the third highest recruiting NHS Trust ever: 211,270 participants have been recruited into 1966 CRN portfolio studies from 2008-2020. In the last 12 years, participation in interventional trials has increased from 3% to 30% of overall annual recruitment activity.

For 2020-21 specifically, UHS were ranked 10th for overall recruitment and 8th for complexity weighted recruitment, with 10,370 participants in both CoVID and non-CoVID research.

The University of Southampton (UoS) and University Hospital Southampton NHS Foundation Trust's (UHS) research partnership extends from fundamental laboratory based science, through joint management of large-scale, externally funded translational research infrastructure, to collaborative implementation of research interventions into practice. The partnership has in place a strategic agreement and robust governance designed to govern and contract for their frequent research collaboration.

The partnership is realised through a combination of joint strategic investment, a physical University presence within the Trust at Southampton General Hospital and a collaborative approach to working. This essential base for the University at the heart of the NHS ensures it is positioned to undertake timely and relevant research into service provision and intervention, informed by collaboration with clinical colleagues at the forefront of NHS practice. The two institutions seek to foster a collaborative approach to research, through joint working arrangements, the sharing of best practice, and regular operational and strategic steering groups, in an administrative, academic and clinical context.

The Clinical Informatics Research Unit has achieved much in the field of health service data research and has developed the EDGE Clinical Research Management system enabling investigators nationwide to manage their clinical research data optimally.

The Trust has a dedicated grants team who can provide advice and support on aspects such as managing the research grant, looking after the budget and developing an annual report of progress.

Material on your clinical department

Ask your supervisors and other senior academics who are in the dept and clinical mentors to support this section. Describe the ethos, culture and research and innovation strengths of particular dept and the Trust as a clinical centre of excellence. Mention if, for example, there are seminars or research group meetings that you can access. Also, the presence of medical academic clinical fellows, other nurse/AHP clinical academics and medical senior investigators who will support and encourage.

Southampton NIHR infrastructure – generic information

If your research is aligned with the BRC or the NIHR ARC Wessex make sure you talk to the training lead of the relevant bit of BRC (Nutrition – Mark Johnson, Respiratory – Karl Staples, Cross cutting themes of behavioural, antimicrobial and data science – Kay Mitchell), or NIHR ARC (Alison Richardson, Director of NIHR ARC Wessex) and they can help you add text about ‘trainee’ support as relevant to your area of focus.

*Embedded in the heart of the hospital is the **NIHR Clinical Research Facility (CRF)** (2017-2022 award £9.2m) which has facilitated over 1950 studies in more than 14 UKCRC health categories, hosting over 210,000 participant visits since 2001. Here, early phase studies can be delivered safely in either the inpatient or outpatient setting. Within the CRF is a dedicated laboratory for processing and storing of study related samples with full barcode tracking.*

*The **Southampton Clinical Trials Unit** is an NIHR funded CTU with expertise in the design, conduct and analysis of multicentre interventional clinical trials. Since August 2013 the SCTU has recruited over 10,000 patients into trials, coordinated over 80 studies, and driven major advances in areas including urology, breast, and gastro-intestinal cancer, and lymphoma.*

***Wessex Investigational Sciences Hub (WISH)** laboratory is a Good Laboratory Practice regulated immunology laboratory with genomics and molecular microbiology facilities. Part NIHR funded, it is a quality-regulated research environment and is approved by several external governance bodies. It hosts the CR UK Experimental Cancer Medicine Centre, unique in the UK for its focus on immunotherapy and immunomonitoring, in addition to the Wessex NHS Genomic Medicine Centre.*

*The **NIHR Southampton Biomedical Research Centre (BRC)** (£15m award 2017-2022) has a national role in enabling nutrition research on tackling diseases like obesity, liver disease and cancer in adult life. Its aim is to take new discoveries, treatments and technologies into the clinic using unique tools, facilities and world-leading expertise across five key research areas: respiratory disease and critical care; lifecourse nutrition, lifestyle and health; data science; microbial science; and behavioural sciences.*

***NIHR Applied Research Collaboration Wessex**, hosted in Southampton, is a partnership between the NHS, three universities, charities, local authorities, and other organisations within the Wessex region. Established in 2019, the ARC supports applied health and care research that responds to the needs of local populations and local health and care systems. It also undertakes implementation research to increase the rate at which research findings are implemented into practice. Academic career development forms a central component of the ARC Wessex strategy to develop the research skills and talents of the ARC Wessex community and make a substantial contribution to fostering a world class research environment in applied health and social care research. XXX will become a member of our Academy which is supported by a diversity of representation of professions and partner institutions involved and offers a collaborative network by which we pool resources to support a variety of events, regular ‘check-in’ meetings and have set up on-line resources and top tips for Academy members to remain connected throughout the course of their awards and beyond.*

*The University of Southampton’s Primary Care Research Centre is a member of the **NIHR School for Primary Care Research (SPCR)**. NIHR research schools are national collaborations between leading academic centres that fund research in primary care, public health and social care. This new phase of the SPCR has an explicit aim to strengthen the primary care research sector more broadly, covering sectors such as community nursing and pharmacy as well as general practice. Funding of £22 million will start in April 2021 and run for a five year period.*

*The **NIHR Research Design Service South Central** is sited at Southampton General Hospital and provides research design and methodological support to researchers and also delivers training including an annual NIHR focussed grant application workshop.*

These centres amount to significant NIHR investment and come together to form the supporting pillars of the Southampton clinical research partnership.

Southampton Academy of Research (SoAR) - generic information

SoAR is the partnership's pan professional hub for health-related research career training and development. The presence of this resource is a useful demonstration of the support and commitment of the Trust to research capacity building. SoAR is spearheading work to develop and agree a joint policy between university and the Trust to ensure the partnership fully embraces the requirements of the recently published NIHR principles and obligations pertaining to clinical academic fellowship holders.

SOAR benefits

The applicant (name) will be able to take advantage of the resources and support offered by the Academy:

- *Engagement with other early career researchers, across professions and disciplines, facilitated by named Early Career Research Champions.*
- *Access to named Academic Career Development Leads for career advice and support.*
- *Short, free training courses addressing practical researcher development skills such as writing pathways to impact statements, writing quality papers, networking and influencing strategies.*
- *Access to a competitive training and education fund for support to attend conferences or access specific training courses.*
- *A winter and summer School of addressing skills such as time management, team management, researcher well-being.*
- *A quarterly newsletter including training, fellowship and development opportunities.*
- *Support to source an appropriate mentor.*
- *Support to navigate and problem solve any challenges that might arise in working across the Trust/university interface.*
- *Drop in sessions for information and advice on career development.*

APPENDIX

Example support statements

1. With kind permission of Alasdair Munro:

I am delighted to support Alasdair Munro's application for a Clinical Research Training Fellowship and will provide senior mentorship during the duration of the award. Alasdair is an ideal candidate for an NIHR training fellowship which will be conducted using equipment provided by the new £2.8 M. NIHR antimicrobial resistance capital award to Southampton. He gained a first-class honours degree from the University of Southampton and was an outstanding student.

Alasdair has progressed rapidly and seamlessly through the clinical training pathway, gaining a national training number in paediatric medicine and his MRCPCH. He has demonstrated a clear interest in clinical academic medicine since his medical student project where he excelled in a project requiring complex data analysis. He has been self-motivated in conducting clinical research projects that he has published while in clinical training posts, including in the area of real-world diagnostics. He was appointed against strong competition for his current post as NIHR Clinical Research Facility fellow, and has impressed us greatly.

In his current post, Alasdair has shown great energy and ability, leading on the set up of complex noncommercial and commercial phase 1 trials of antibiotics and new vaccines. He has taken an interest in biofilm infections and diagnostic technologies, writing a review and working across Faculties to put his Fellowship proposal together. This clinical feasibility study will translate a new imaging solution for diagnosing resistant bacteria in biofilms, which fits very well with his clinical training and interest in diagnostics. Alasdair has developed the proposal himself, working with his supervisors to carry out a PhD aligning with both the current national/global priority area of preventing antimicrobial resistance and to current expertise and interfaculty work at the University of Southampton, Southampton BRC/CRF and National Biofilm Innovation Centre.

Alasdair will be supported by an excellent supervisory team at the University of Southampton, each an emerging leader in their respective fields. Saul Faust is Director of the NIHR Clinical Research Facility who leads the Faculty of Medicine and BRC input to the National Biofilm Innovation Centre (NBIC). Jeremy Webb is an international authority on pseudomonal biofilms who is co-chief investigator NBIC, itself hosted by the University of Southampton. Sumeet Mahajan is a global academic leader in Raman spectroscopy and engineering.

This Fellowship will give Alasdair an excellent training in cutting edge technologies and interdisciplinary research that can be widely applied to address human disease. We clearly need to mentor and develop such translational clinical scientists to harness the potential of emerging technologies. Alasdair's strong academic background and stage in his clinical training makes him an ideal candidate for an NIHR Clinical Doctoral Fellowship to develop such skills.

2. With kind permission of Andrew Bates:

We first became aware of Andrew during his work at Royal Bournemouth Hospital. He took responsibility for delivering our Fit4Surgery portfolio, recruiting significant participant numbers with exceptional commitment, desire and dedication. Andrew secured an HEE/NIHR Internship award, further establishing our partnership as we hosted his research placement during this successful and productive programme.

We quickly understood his potential and valuing his contributions, we developed a 12-month secondment. He has become an integral member of the Critical Care Research team, so we have been delighted to appoint him on a permanent basis, as research manager. This is a Clinical Academic Post. He is developing a translational clinical service and managing a team of junior research staff. We are committed to supporting a 50:50 clinical: fellowship role. With our support, we feel he has the attributes and desire to forge a leading clinical academic career within this exemplar service.

Given his extensive experience of research delivery and management, we gave serious consideration to steering Andrew towards a doctoral training programme. On reflection, we felt that developing Andrew's individual research identity and relevant methodological skills would be better served through the PCAF level award.

Andrew's PCAF programme will be hosted by a partnership between University Hospital Southampton and University of Southampton. This established research partnership has enabled the Southampton Academy of Research to harness the potential of our health-related research workforce, driving the next generation of clinical discoveries and supporting them to advance knowledge and improve care. While keeping his primary hospital contract, Andrew will gain access to training, facilities and networking opportunities at the University, via an extension of his established honorary contract. The Faculty of Medicine and School of Health Sciences will collaborate with the NIHR Southampton Biomedical Research Centre, Critical Care Research Area, to ensure that he receives the highest quality of support.

The School of Health Sciences is internationally acknowledged as the leading centre for research in Nursing, Allied Health Professions, and Health Sciences in the UK, with a strong track record with NIHR personal awards. The School's aim is to build and sustain world-leading applied health research that will lead to real improvements in health care. Research environment and research impact were both rated world-leading (4) in REF 2014. The School has an excellent reputation for cutting edge multidisciplinary research based on strong links with the NHS and other healthcare organisations. The research strategy is aimed at generating the highest quality research and making a real difference to people's lives.*

The Faculty of Medicine leads innovative learning and discovery for better health across the life course and is an internationally recognised Medical School (placed in the top 100 in 2014 in the QS global subject rankings). To secure our place as one of the UK's leading Medical Schools, we are building upon three distinctive features: our strong partnership with the local NHS providers, to deliver translational research and equip the next generation of healthcare professionals to work in a rapidly-changing environment; collaborations at the life sciences interface with technology; and exploitation of the enterprise agenda to maximise the impact of our education and research.

The Faculty's transferable skills programme will provide a wide range of training opportunities for Andrew. The programme has been developed in-line with the Vitae Researcher Development Framework. It includes a range of workshops including scientific writing, presentation skills, mentoring and interview skills.

The Critical Care Research team is a group of clinicians and clinical scientists engaged in research to meet key unmet needs in critical illness across the life-course, with particular attention to the acute patient pathway, of which Andrew has vast clinical, teaching and now research experience. Fit4Surgery is a world-leading clinical and research programme, aiming to improve patient outcome throughout their surgical journey. Leadership from internationally renowned Professors, Mike Grocott, Sandy Jack and Denny Levett with whom Andrew already has close working relationships, will provide a fertile environment for his PCAF and subsequent research career development, in this, his chosen field for research.

We believe that the quality of his clinical academic support is assured, not just by our institutional track record in delivering research and supporting clinical academic development, but also by the quality of his confirmed supervisor/ mentorship team. Andrew's principal academic mentor is Associate Professor Steve Wootton. Dr Wootton is the infrastructure and training lead of NIHR Southampton Biomedical Research Centre and a member of the NIHR Trainees Coordinating Centre. He has played a leading role in the design and delivery of principal national educational initiatives. He has successfully supervised to completion 18 PhD and 4 MD students. He will take primary responsibility for ensuring that, post-PCAF, Andrew is equipped to deliver the highest quality of application for the NIHR Doctoral Fellowship Programme.

Dr Chloe Grimmett is an NIHR post-doctoral fellow, working out of University of Southampton School of Health Sciences. She has a strong research track record. With established expertise in qualitative methodology, she will support Andrew's key methodological training need. Her support ensures the involvement and collaboration of the FoHS. As an NIHR award holder, Chloe will mentor Andrew's progression through this career pathway.

Kay Mitchell is a critical care nurse researcher with significant personal research output and experience in promotion of clinical academic careers for healthcare professionals. She is a founder member of Southampton Academy of Research a research partnership which is focussed on developing an integrated approach to training and career development. Andrew will be welcomed into this network, provided with key training and networking opportunities. Kay is a newly appointed 70@70 Senior Nurse Leader, leaving her as a perfectly placed mentor to develop Andrew's PCAF programme to doctoral fellowship and beyond.

We have been consistently impressed with the quality of Andrew's work, driven by hard-work and determination to forge a successful clinical academic career. This is matched by our determination to support this aspiration. We feel confident that our collaborative efforts will result in Andrew delivering a successful fellowship and subsequent progression through the HEE / ICA programme.