

Recruitment information pack



WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

Imperial College Academic Health Science Centre (AHSC)

The Imperial College Academic Health Science Centre (AHSC) is a partnership between our Trust, Imperial College London, The Institute of Cancer Research (ICR), Royal Brompton & Harefield NHS Foundation Trust and The Royal Marsden NHS Foundation Trust. The partnership aims to improve the health and wellbeing of patients and populations by translating research discoveries into new therapies and techniques as rapidly as possible.

Our AHSC is focussed on preventing disease wherever possible, detecting and diagnosing diseases earlier, and developing targeted treatments for all diagnosed conditions. By working together as partners, we capitalise on the academic strengths of Imperial College London, combined with the clinical capabilities and critical mass of the NHS.

As an AHSC, all of our staff are actively encouraged to become involved with education and research alongside their clinical role. We review job plans every year and there is the potential to build in dedicated programmed activities (PAs) for education, training and research.

Imperial College London

Imperial College London is one of the world's leading universities. The College's 17,000 students and 8,000 staff are expanding the frontiers of knowledge in science, medicine, engineering and business, and translating their discoveries into benefits for our society.

Founded in 1907, Imperial builds on a distinguished past – having pioneered penicillin, holography and fibre optics – to shape the future. Imperial researchers work across disciplines to improve health and wellbeing, understand the natural world, engineer novel solutions and lead the data revolution. This blend of academic excellence and its real-world

application feeds into Imperial's exceptional learning environment, where students participate in research to push the limits of their degrees.

OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

OUR HOSPITALS

Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

Charing Cross Hospital, Hammersmith

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

Hammersmith Hospital, Acton

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

Queen Charlotte's & Chelsea Hospital, Acton

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

St Mary's Hospital, Paddington

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

Western Eye, Marylebone

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

WHY JOIN US?

Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our Make a Difference recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

Conduct research here

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

Access brilliant benefits and enjoy a new social life

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

JOB DESCRIPTION

Job title	Haematology Clinical Fellow
Director/ department	Directorate of Haematology Clinical Director: Dr Abdul Shlebak
Division	SCC - Surgery, Cancer and Cardiovascular Medicine
Main site of activity	Hammersmith Hospital
Responsible to	Dr Simona Deplano
Accountable to	Dr Dr Abdul Shlebak
On call: call frequency and details of supplements	To be part of the CF team with On Call supplement of 50% - Band 1A

1. Background to the post

This post is a trust grade position at SpR level within the Clinical Haematology department at Hammersmith Hospital, part of Imperial College Healthcare NHS Trust. This appointment will be a full time position on a fixed term basis for 6 months with opportunity to extension.

2. Job purpose

The successful candidate will join the department's current SpR rotation, comprising of 13 deanery trainees and seven trust grade clinical fellow positions. Activities will include inpatient and outpatient care, laboratory work, transfusion, red cell disorders and haemoglobinopathies, coagulation, general referrals, malignant haematology and bone marrow transplant.

General responsibilities include;

Inpatient management;

Outpatient management;

Bone marrow examination and interpretation of blood films and bone marrow aspirates

Clinical research studies

Specific duties may include, dependent upon rota attachment;

The postholder is in day-to-day charge of inpatient care. On the white cell side, a degree of support is provided by the transplant co-ordinator depending on the experience of the postholder and the duration of their current attachment to the white cell team.

The postholder is expected to have seen every patient under their care at least once daily, or more often if clinically appropriate.

The postholder is responsible for any written communication concerning inpatients and outpatients to the referring physician, the primary care physician or consulting physicians. This will include discharge summaries, weekly update forms for transplant patients, letters of referral to other specialities and medical reports. Discharge summaries are to be completed as soon as possible after patient discharge.

Co-ordination of the white cell service programme with other hospital personnel; this involves a multi-disciplinary approach to patient management.

Ensure the ward nurses, Clinical Nurse Specialists (CNSs) and the outpatient and day care nursing team are aware of the management plan for any relevant patients and liaising with them when any changes are made.

Liaising with data managers to ensure accurate and up-to-date recording of patient information.

Pharmacy – Discussion of chemotherapy requirements for individual patient protocols. For patient undergoing transplantation, this activity must be discussed with the allogeneic or autologous transplant co-ordinator.

Knowledge of virology results of current and recently discharged inpatients.

Laboratory duties including;

Blood Transfusion – Completion of the yellow blood transfusion form and arrangements for collection and storage.

Stem Cell Laboratory – Liaising with the stem cell laboratory regarding an inpatient requiring collection or re-infusion of cells and informing them when any plans are altered.

In addition to longer ward rounds twice a week, there is a daily consultant board round.

3. Supervision and Supervising

Supervision: the postholder will be supervised by the consultant with the additional possible interface of a transplant fellow when attached to the white cell inpatient service.

Supervising: the postholder will play a role in the supervision of the ward SHOs and visiting doctors.

4. Educational Supervisors

On starting within the department, each Clinical Fellow or SpR is allocated an educational supervisor, who will be one of the consultants in the department. Each Clinical Fellow should meet with their supervisor every 3-4 months and an educational plan should be agreed and signed.

5. Education

The department has a large number of education sessions, which Clinical Fellows can attend. These are largely a combination of departmental work and tuition, and many are

particular to specific attachments. In addition, there are educational tutorials held on Wednesday and Thursday mornings in the Haemophilia Center in Garry Weston building, which are directed towards the needs of the RCPATH examinations.

6. Administrative duties

Clinical administration is supported by the administration team and is expected to meet GMC requirements.

The post holder will be expected to work with the administration team to ensure clinical information is sent out in a timely manner (<7days from clinic review)

We have an electronic record system – CERNER – and it is expected that full documentation be undertaken in this system, as per medical records historically.

7. Job plan

A formal job plan will be agreed between the appointee, Dr A Shlebak /Dr Simona Deplano, Clinic Director and Program Lead.

The post holder and Divisional Director/ Clinical Director/HoS will review the Job Plan annually in line with Terms and Conditions. Either may propose amendment of the job plan.

Regular meetings:

First Tuesday of the month 8.30-9.30am: Haematology Department Meeting
MDTs – as per clinical specialty.

8. Main conditions of service

The post holder will be indemnified by the Trust for all NHS work undertaken as part of his/her contract of employment.

The post holder is encouraged to take out adequate defence cover as appropriate to cover him/her for any work that does not fall within the scope of the indemnity scheme (contract of employment).

Hours per week: 40

Salary scale: £42,321 - £57,570

London Weighting: £2,162 per annum

Trust arrangements for adherence to the EU Working Time Directive are in place.

IMPERIAL COLLEGE HEALTHCARE NHS TRUST

Imperial College Healthcare NHS Trust provides acute and specialist healthcare for a population of nearly two million people in North West London, and more beyond. We have five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and The Western Eye – as well as a growing number of community services.

With our academic partner, Imperial College London, we are one of the UK's seven academic health science centres, working to ensure the rapid translation of research for better patient care and excellence in education. We are also part of Imperial College Health Partners – the academic health science network for North West London – spreading innovation and best practice in healthcare more widely across our region. We were first awarded Biomedical Research Centre status in 2007 with renewals in 2012 and 2017.

The vision for our academic health science centre (AHSC) is that the quality of life of our patients and local populations will be vastly improved by taking the discoveries that we make and translating them into medical advances - new therapies and techniques - and by promoting their application in the NHS and around the world, in as fast a timeframe as is possible.

The Director of Imperial College AHSC is Professor Jonathan Weber. Other senior leaders include;

Dr Matthew Swindells	Joint Chair, Imperial College Healthcare NHS Trust
Professor Tim Orchard	Chief Executive, Imperial College Healthcare NHS Trust
Professor Julian Redhead	Medical Director, Imperial College Healthcare NHS Trust
Professor Janice Sigsworth	Director of Nursing, Imperial College Healthcare NHS Trust
Dr Geoffrey Maitland	Director of Research, Imperial College London
Dr Jeremy Levy	Director of the Clinical Academic Training Office, Imperial College London

The clinical services of the Trust are organised into 3 Divisions which are clinician-led and have the autonomy to organise themselves into optimum vehicles for the delivery of world class, integrated research and healthcare.

Divisions	Director
Medicine & Integrated Care	Dr Frances Bowen
Surgery, Cancer & Cardiovascular	Dr Rajarshi Bhattacharya
Women's, Children's & Clinical Support	Professor TG Teoh

9. Our hospitals and services

Charing Cross Hospital, Hammersmith.

Charing Cross Hospital provides a range of acute and specialist services, a 24/7 accident and emergency department and hosts the hyper acute stroke unit for the region. It is also a growing hub for integrated care in partnership with local GPs and community providers.

Hammersmith Hospital, Acton

Hammersmith Hospital is a specialist hospital renowned for its strong research connections. It offers a range of services, including renal, haematology, cancer and cardiology care, and provides the regional specialist heart attack centre. As well as being a major base for Imperial College, the Acton site also hosts the clinical sciences centre of the Medical Research Council.

Queen Charlotte's & Chelsea Hospital, Acton

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital, also with strong research links. It has a midwife-led birth centre as well as specialist services for complicated pregnancies, foetal and neonatal care.

St Mary's Hospital, Paddington

St Mary's Hospital is the major acute hospital for North West London as well as a maternity centre with consultant and midwife-led services. The hospital provides care across a wide range of specialties and runs one of four major trauma centres in London in addition to its 24/7 A&E department.

Western Eye Hospital, Marylebone

Western Eye Hospital is a specialist eye hospital with a 24/7 A&E department. Facilities include outpatients, inpatients, day case and inpatient surgery, and a 24-hour eye accident and emergency service.

10. Imperial College Healthcare NHS Trust Values

We are absolutely committed to ensuring that our patients have the best possible experience within our hospitals. We are looking for people who are committed to delivering excellent patient care, whatever their role, and who take pride in what they do. We place a high value on treating all patients, customers and colleagues with respect and dignity, and seek people who strive for excellence and innovation in all that they do.

We value all of our staff and aim to provide rewarding careers and benefits, fulfilling work environments and exciting opportunities.

- ☐ **Kind** - We are considerate and thoughtful, so you feel respected and included.
- ☐ **Collaborative** - We actively seek others' views and ideas, so we achieve more Together.
- ☐ **Expert** - We draw on our diverse skills, knowledge and experience, so we provide the best possible care.
- ☐ **Aspirational** - We are receptive and responsive to new thinking, so we never stop learning, discovering and improving.

THE CLINICAL HAEMATOLOGY DEPARTMENT

11. The Surgery, Cancer and Cardiovascular Division

Clinical services in the academic health sciences centre are structured in three divisions – Medicine and Integrated Care; Surgery, Cancer and Cardiovascular; and Women's, Children's and Clinical support. The Clinical Haematology Department is part of the Surgery, Cancer and Cardiovascular Division, and the Clinical Director is Dr Abdul Shlebak.

12. The Work of the Department

The Clinical Haematology service has a practice covering the whole range of blood diseases, including malignancies, stem cell transplantation (autologous, sibling, family mismatched and unrelated allogeneic procedures), haemostasis and thrombosis, anaemias, haemoglobinopathies and haemolytic disorders. The clinical haemato-oncology service is internationally renowned for the management of patients with chronic myeloid leukaemia and for the bone marrow transplant programme.

Hammersmith

In July 2002, the Catherine Lewis Centre was opened to provide a dedicated facility for clinical haematology and to replace the out-patient and in-patient facilities previously located on the south side of the hospital. This is a three-storey building comprising haematology out-patients and day-care on the ground floor and in-patient unit (Dacie Ward) on the first floor. The second floor contains Consultant and administrative offices, the John Goldman Centre of Cellular Therapy (JGCCT) and the Clinical Trials Unit. The ground and first floors are physically connected to the Garry Weston Cancer Centre. Blood transfusion services are available on site at all hours. Biomedical staff are on call for out of hours requests. There is 24-hour pharmacy availability via an on call pharmacist.

The in-patient services for haematology are on 3 dedicated Haematology wards - Dacie, Weston and Fraser Gamble. Dacie ward has 14 single rooms with high efficiency particulate air (HEPA) filtration and en-suite facilities for allogeneic transplants. Weston Ward has 15 beds, comprising 11 single rooms with en-suite facilities and one 4-bedded bay. Patients undergoing remission induction chemotherapy and autologous transplants are cared for on this ward. Fraser Gamble Ward has 29 beds (including 5 single rooms), where most of the general haematology patients are cared for. The 24-hour Renal & Haematology Triage Unit – a unique model for managing emergency pathways – also occupies a standalone, purpose-built triage and assessment area elsewhere on the Hammersmith site.

Outpatients are seen in a facility dedicated to the care of haematology patients and situated on the ground floor of the Catherine Lewis Centre. Patients are greeted by haematology reception staff. There are 7 consulting rooms together with additional rooms for phlebotomy, bone marrow biopsies, counselling and high risk procedures. Full blood counts are performed in the clinic using an automated counter linked directly with the main diagnostic laboratory. A vacuum system for the rapid despatch of samples and delivery of results connects the out-patient facility with the main diagnostic laboratories. An average of 75 patients are seen each day.

The out-patient consulting area is linked directly with the Daycare/Ambulatory Care facility. This consists of several bays containing 3 beds for apheresis procedures, 8 beds for the care of patients who are acutely unwell, having bone marrow biopsies under sedation, or who require chemotherapy, and 10 reclining chairs for the administration of chemotherapy and blood products. Up to 30 patients may be treated in this area daily. There are currently 6 trained apheresis operators in the department and up to 4 procedures undertaken in a day. The machines can also be transported to inpatient areas where designated operators will undertake procedures for those patients unable to travel to the Daycare area. The Daycare/Ambulatory Care facility is open 12 hours-per-day 7 days-per-week. There is a further chemotherapy facility consisting of 5 recliners, treating up to 8 patients per day.

The site has a Haemophilia centre staffed by clinical nurse specialists situated within the Garry Weston Centre. This has own waiting room, treatment room and consulting rooms. The Haemophilia centre is also the base for the nurse specialist in transfusion (SPOT) and the base for the anticoagulation service.

St Mary's Hospital

The Clinical Haematology Service at St Mary's Hospital currently provides a consultative service with Triage Clinics. There are no adult Haematology inpatient beds on this site.

Service Activity

The Clinical Haematology department has approximately 6000 in-patient episodes per annum. The case-mix reflects a mixture of malignant and non-malignant cases, including approximately 150 BMT cases. There are approximately 40,000 outpatient episodes, including anticoagulation activity.

13. Clinical staffing

Dr Edward Kanfer (Haematological Malignancies Lead)

Prof Jane Apperley

Dr Maria Atta

Dr Aristeidis Chaidos

Dr Lucy Cook

Dr Ian Gabriel

Dr Andrew Innes

Prof Anastasios Karadimitris

Dr Sasha Marks

Prof Dragana Milojkovic

Prof Eduardo Olavarria

Dr Renuka Palanicawandar

Dr Jiri Pavlu

Dr Jose Ros Soto

Dr Edward Bataillard

Dr Alexia Katsarou

Dr Mark Layton (Red Cell Lead)

Prof Nichola Cooper

Dr Simona Deplano

Dr Andrew Godfrey

Dr Asad Luqmani

Dr Francis Matthey

Dr Mamta Sohal

Dr Steven Okoli

Dr Christine Ademokun

Dr Catriona Mactier

Dr Ferras Alwan (Haemostasis and Thrombosis Lead)

Dr Phillipa Woolley

Dr Deepa Arachchillage

Dr Carolyn Millar

Dr Abdul Shlebak (**Clinical Director**)

Dr Marc Heller

Dr Fateha Chowdhury (Transfusion)

Associate Specialists/Specialty Doctors:

Dr Nadia Boutros

Dr Marco Bua

Junior Medical Staff:

3 Bone Marrow Transplant Coordinators

14 Specialist Registrars

7 Clinical Fellows (ST3+)

11 SHOs (including 4 Core Trainees and 7 Junior Clinical Fellows)

General Manager for Haematology: Mr Andrew Perez

Deputy General Manager for Haematology: Mrs Hanan Siddiqui

14. Research activities

Research within the Centre for Haematology and the Clinical Haematology Department is varied and research activities exist in all sub-specialisations.

15. Teaching activities

There are numerous teaching opportunities within the department. The Clinical Fellow may participate in teaching activities as agreed with supervisors.

16. Key stakeholders

Haematology sits within Division of Surgery, Cancer & Cardiovascular Medicine.

Divisional Director: Rajarshi Bhattacharya

Divisional Director of Operations: Steve Hart

Divisional Director of Nursing: Julie Oxtan

Other Directorate Clinical Directors and General Managers

Medicine and Integrated Care Directorate

Womens and Clinical Support Directorate

IMPERIAL COLLEGE LONDON

Imperial College London is a science-based institution with a reputation for excellence in teaching and research. Professor Hugh Brady became the 17th leader of Imperial College London as the President in September 2022, with Professor Ian Walmsley as Provost.

17. The Mission

Imperial College embodies and delivers world class scholarship, education and research in science, engineering and medicine, with particular regard to their application in industry, commerce and healthcare. We foster interdisciplinary working internally and collaborate widely externally.

18. Strategic Intent

- To remain amongst the top tier of scientific, engineering and medical research and teaching institutions in the world
- To develop our range of academic activities to meet the changing needs of society, industry and healthcare
- To continue to attract and develop the most able students and staff worldwide
- To establish our Business School as one of the leading such institutions in the world
- To communicate widely the significance of science in general, and the purpose and ultimate benefits of our activities in particular.

19. Formation and History

Imperial College was established in 1907 in London's scientific and cultural heartland in South Kensington, as a merger of the Royal College of Science, the City and Guilds College and the Royal School of Mines. St Mary's Hospital Medical School and the National Heart and Lung Institute merged with the College in 1988 and 1995 respectively and Charing Cross and Westminster Medical School and the Royal Postgraduate Medical School merged on 1 August 1997, thereby creating the Faculty of Medicine. In addition to the Faculty of Medicine there are the Faculties of Engineering, Natural Sciences, and Medicine and the Tanaka Business School.

In July 2007 the Queen granted a new royal charter which declared Imperial College an independent university in its own right, awarding its own degrees. Until then Imperial was an independent constituent part of the University of London, awarding University of London degrees.

20. Staff and Students

The academic and research staff of almost 2,900 includes 73 Fellows of the Royal Society, 84 Fellows of the Royal Academy of Engineering, and 85 Fellows of the Academy of Medical Sciences. Fourteen Nobel Laureates and three Fields Medalist have been members of the College either as staff or students.

The College has over 17,000 students, around one third of whom are postgraduate. Over a quarter of all Imperial students come from outside of the European Union.

21. Research

The quality of the College's research has been judged consistently to be of the highest international standard and the proportion of income from research grants and contracts is one of the highest of any UK university. In the 2014 Research Excellence Framework (REF), the College was acknowledged to have the greatest concentration of high-impact research of any major UK university. In the College's best ever performance in a research assessment exercise, Imperial had improved in every Unit of Assessment.

The concentration of research in science, engineering and medicine gives the College a unique and internationally distinctive research presence. Interdisciplinary working is fostered at the College through its institutes and centres, which include the Institute of Biomedical Engineering, the Grantham Institute for Climate Change and the Energy Futures lab. Their strength lies in the expertise drawn together from across Imperial to tackle some of the world's greatest problems.

Imperial's enterprise culture ensures that discoveries in the lab are quickly translated to the market place. The technology transfer company Imperial Innovations draws upon a pipeline of technology emanating from Imperial's research.

22. Teaching and Learning

The College's overall educational aim is to ensure a stretching and exhilarating learning experience. While maintaining its traditional emphasis on single honours degree courses, Imperial also aims to give students the opportunity to broaden their experience through courses relevant to student and employer needs.

All Departments visited by the Higher Education Funding Council for England (HEFCE) for assessment of their teaching have scored between 21 and 24 points (out of 24) or in the previous system, have been judged excellent

The Graduate School of Life Sciences and Medicine is the focus of postgraduate education and research in these areas. It maintains, enhances and monitors quality, and disseminates best practice, whilst initiating and developing new programmes, particularly those with an interdisciplinary slant.

23. Location

The College now has one of the largest operational estates of any UK University. It includes eight central London campuses: the main South Kensington Campus, Charing Cross Campus, Chelsea and Westminster Campus, the Hammersmith Campus, the Northwick Park Campus, the Royal Brompton Campus, the St Mary's campus and the White City campus; there are also two campuses outside London: the Silwood Park and Wye Campuses.

THE FACULTY OF MEDICINE

The Faculty of Medicine is one of Europe's largest medical institutions – in terms of its staff and student population and its research income. It was established in 1997, bringing together all the major West London medical schools into one world-class institution. It maintains close links with a number of NHS Trusts with whom it collaborates in teaching and research activities.

Although on several sites, its academic divisions function as one Faculty, fully integrated within the College.

There are nine academic Schools, Institutes and Departments:

Schools, Institutes & Departments Chair & Head of Division

Department of Brain Sciences	Professor Paul Matthews
Department of Immunology & Inflammation	Professor Marina Botto
Department of Infectious Disease	Professor Wendy Barclay
Department of Metabolism	Professor Mark Thursz
Department of Surgery & Cancer	Professor George Hanna
Institute of Clinical Sciences	Professor Wiebke Arlt
National Heart & Lung Institute	Professor Clare Lloyd
School of Public Health	Professor Neil Ferguson

The Faculty also hosts the cross-Faculty Institute of Global Health Innovation which is led by Professor the Lord Ara Darzi of Denham and Professor David Nabarro.

Faculty Centre

Dean of the Faculty of Medicine	Professor Deborah Ashby
Vice Dean for Education	Mr Martin Lupton
Vice Dean for Institutional Affairs	Professor Clare Lloyd
Vice Dean for Research	Professor Graham Cooke
Vice Dean for International Activities	Professor Neena Modi

In addition to the structure above, the research activity of the Faculty is divided into strategic Research Themes that aim to provide a forum in which collaboration between the many academic staff of the Faculty can be developed and nurtured, and external links across the College and the wider research community can be established.

THE DEPARTMENT OF IMMUNOLOGY AND INFLAMMATION

The Department of Immunology and Inflammation currently has approximately 120 staff and is headed by Professor Marina Botto. Within the Department there are two centres:

the Centre for Inflammatory Disease (led by Prof Matthew Pickering) and the Centre for Haematology (led by Profs Tassos Karadimitris and Cristina Lo Celso).

Research within the Department covers a wide range of areas including the molecular mechanisms underlying systemic autoimmunity and renal diseases, cellular mechanisms of tissue injury, genetics of macrophage activation, cell signalling in cancer and inflammation, tumour immunology, immunometabolism and treatment of renal conditions, cellular signalling, malignant and non-malignant haematology, including thrombosis and haemostasis. The Department is closely linked to the clinical research supported by the NIHR Imperial BRC.

The Department and the Centre for Haematology is responsible for teaching a substantial part of the undergraduate and clinical curriculum to medical students and offers a broad portfolio of study options, including the MSc Immunology, BSc Molecular and Translational Haematology and BSc Immunity and Infection programmes. It also co-delivers the MSc in Molecular Medicine, a range of short courses and welcomes applications from talented PhD candidates from around the world.

PERSON SPECIFICATION

Job title	Directorate/department	Division director	Clinical director
Clinical Fellow	Haematology		Dr Abdul Shlebak

Skills	Essential	Desirable	Evaluation
Qualifications	GMC registered MBBS or equivalent		Application form
Relevant Experience in Specialty	Must have at least completed ST1-2 training or equivalent		Application form/Interview
Clinical Skills	Understanding of clinical risk management Competent to work without direct supervision where appropriate Appropriate level of clinical knowledge Shows knowledge of evidence-informed practice Shows awareness of own limitations		Application form/Interview/References
Academic/Research	Evidence of achievement appropriate to level of appointment Understands the principles of research		Application/Interview
Language	Are able to speak and write English to the appropriate standard necessary to fulfil job requirements		Application/Interview
Physical Requirements	Meets professional requirements		Occupational Health

	Pre-employment health screening		
Patient-Focused Skills	Empathy, understanding, listening skills, patience, social skills appropriate to different types of patient		Interview
Reliability	Punctuality, attendance, sense of responsibility		Interview/References
Flexibility	Able to change and adapt, respond changing circumstances		Interview
Resilience	Ability to cope with setbacks or pressure		Interview
Thoroughness	Preparedness, commitment		Interview
Drive/Enthusiasm	Self-starter, motivated		Interview
Probity	Honesty, integrity, appreciation of ethical dilemmas		Interview
Team Work	Ability to work well with colleagues		Interview

24. Additional information

a. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

b. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

c. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

d. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

e. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. Find out more about the Disclosure & Barring Service. Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

f. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

g. Work visa/ permits/Leave to remain

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

h. Conflict of interests

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director

of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

i. Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Flu vaccination – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

j. No smoking

The Trust operates a smoke free policy.

k. Professional association/trade union membership

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.