



Queen Mary
University of London

Appointment of Professors, Faculty of Medicine and Dentistry

Candidate Briefing Pack

May 2024



Message from the President & Principal



Thank you for your interest in this role and in Queen Mary University of London. Working at Queen Mary means being part of a unique, world-class global University with a long, proud and distinctive history.

Our founding institutions, the London Hospital Medical College, St Bartholomew's Medical College, Westfield College and Queen Mary College, were founded to provide hope and opportunity for the less privileged and otherwise under-represented.

Today, we remain true to the vision of our founders by continuing to improve lives locally, nationally and internationally through the seamless combination of our world-leading strengths in education and research.

The Queen Mary community – our staff, students and alumni – is the heart and soul of our University. We are proud to provide an inclusive and nurturing environment so that staff and students from all backgrounds can develop, flourish and achieve their full potential.

I look forward to welcoming you to our unique University and working with you to realise our ambitions.

Professor Colin Bailey, President and Principal



Message from Vice-Principal (Health)



It's a very exciting time for Medicine and Dentistry at Queen Mary University of London, with ambitious plans to expand our staff capacity by 140 academics alongside a major new Life Sciences Development in Whitechapel that will provide state-of-the-art facilities for our staff.

Our mission is to deliver better health for all. Through our world-leading research, education and partnerships, we are tackling global health inequalities, beginning in our diverse local community of East London. Today, the healthy life expectancy of a woman in our London

borough of Tower Hamlets is 58 years, yet she spends 24 years of those with ill health. If that woman had lived just 9 miles across London in Richmond, she would live a healthy life until she was 72 years. We want to transform the healthy life expectancy of the 2.5 million people from 97 nations living in East London and deliver these solutions to improve healthcare across the globe.

It is a privilege to lead this Faculty. I see extraordinary work taking place every day, from ground-breaking research to world class education for our students. I have a dedicated and ambitious leadership team, respected nationally and internationally by peers within their fields of expertise, alongside some of the most exceptionally talented team members.

I am also incredibly proud of the positive actions we have taken as a Faculty with EDI. As a result of our commitment to inclusivity, we are one of only seven faculties in the UK to hold an Athena Swan Gold Award, recognising our achievements in gender equality in medicine.

As part of our strategy to develop further, I am now looking to recruit at least 15 Professors across several of our themes. If you're a world-leading researcher who wants to help drive forward our research excellence and impact, and you are excited by the opportunities we have to offer as a Faculty, then we want to hear from you.

Thank you for your interest in Queen Mary.

Best wishes

A handwritten signature in black ink, appearing to read 'Mark Caulfield'.

Professor Sir Mark Caulfield, Vice Principal for Health, for Queen Mary's Faculty of Medicine and Dentistry

Queen Mary University of London

Queen Mary University of London is a leading research-intensive University with a difference – one that opens the doors of opportunity to anyone with the potential to succeed, demonstrated by us being first in England for social mobility.

Ranked 14th in the world and 5th in the UK for the quality of our research (THE World University Rankings 2024), we deliver world class education and knowledge transfer across a wide range of subjects in the Humanities and Social Sciences, Medicine & Dentistry and Science & Engineering.

Home to nine Nobel prize winners, the University currently has 33,000 students on degree programmes and over 5,700 members of staff. We are a truly global University: 172 nationalities are represented on our nine locations in London, and we also have campuses in Malta, Paris, and China.



Faculty of Medicine and Dentistry

About Queen Mary's Faculty of Medicine and Dentistry

Queen Mary's Faculty of Medicine and Dentistry (FMD) offers international excellence in research and teaching, with extensive links and partnerships across the world. For 901 years our founding hospitals have delivered care to the sick free at the point of delivery from St Bartholomew's Hospital, followed by the London Hospital in 1740 and its Medical College in 1785.

In 1995 we united with Queen Mary University of London and formed a global university, opening the doors of opportunity. We are firmly anchored in the community - our strong partnerships with our NHS Trusts and primary care systems place us in a unique position to deliver innovative healthcare to meet the complex needs of our diverse community.

Transforming healthcare

Working in partnership with Northeast London Integrated Care System our community can act as a research window on the world, enabling us to tackle health inequalities across the globe. We are committed to transforming the health outcomes, the wellbeing, and the prosperity of those we serve through our mission: Better health for all because every life is precious.

We have six institutes in Medicine and Dentistry: Barts Cancer Institute (BCI), the Blizard Institute (BI), the Institute of Health Sciences Education (IHSE), the Institute of Dentistry (IoD), the William Harvey Research Institute (WHRI) and the Wolfson Institute of Population Health (WIPH) and are based at two locations for research across Queen Mary's campuses; Barts/Charterhouse Square (BCI, WHRI, WIPH(a)) and the Royal London Whitechapel campus (BI, IoD, WIPH(b), IHSE).

There are also two new pan University Research Institutes (URI): the Precision Healthcare URI and the Digital Environment URI based at the Royal London Whitechapel campus. Therefore, in addition to the primary institute within medicine and dentistry that applications can be made to, opportunities can also be linked to either URI if there is a common research institute.

Our research excellence

Our internationally renowned research excellence spans multiple disciplines. Queen Mary offers a hugely supportive environment for inter-disciplinary high-impact health data sciences research with primary care data on 2.5m people and a Precision Medicine Core which houses Barts Health clinical data and will eventually offer access to digital pathology and imaging.

We host major centres and programmes such as: the Cancer Research UK City of London Centre, the National Institute for Health and Care Research (NIHR), Barts Biomedical Research Centre and Applied Research Collaborative, Cancer Research UK Cancer Prevention Trials Unit, the Brain Tumour Charity Centre, the Dementia Policy Unit, the Genes and Health study, and we lead a UKRI Mental Health Hub . We also host multiple externally funded doctoral training programmes including the Wellcome HARP programme with over 30 clinical and allied health professional PhDs.

Faculty of Medicine and Dentistry (continued)

Queen Mary's major healthcare impact from our research

Some of our transformational research impacts include:

- defining the role of anastrozole, which led to adoption by the NHS for breast cancer prevention
- pioneering testing of Human Papilloma Virus for cervical cancer screening and establishing the role of immunotherapy in bladder and triple negative breast cancer
- discovering mutations that drive adrenal hypertension and over 2000 gene regions for blood pressure and other cardiovascular diseases
- establishing the role of inflammation in the microvasculature and heart disease
- defining molecular signatures which can tailor biologic use for patients with rheumatoid arthritis.
- establishing the Code Red programme to reduce death from blood loss which is now adopted across the UK and transformed the treatment and prevention of hepatitis C in the NHS.
- delivering excellence in life course endocrinology and psychiatry (from childhood to old age)
- hosting Genomics England and the 100,000 Genomes Project which led to a new National Genomic Medicine Service bringing regional equity of access to genomic testing for 56 million people.

Queen Mary in international rankings

As a Faculty, we are ranked 5th in the world for quality of research and 9th in the world for international outlook in clinical and health (THE World University Rankings 2024). In the 2024 QS World Rankings we are 57th in Medicine and 16th in Dentistry.

Public Engagement

Our pioneering science education centre in Whitechapel, the Centre of the Cell, is the first science education centre in the world to be located within a working biomedical research laboratory. which has been visited by over 447,000 people.

In conjunction with Barts Health NHS Trust and commercial partners and through our Barts Life Sciences initiative, we are delivering a major project to Whitechapel, opening up one million square feet of new Life Sciences estate for academic-NHS-industry partnership, rejuvenating the Old Royal London Hospital site and creating a major new opportunity for medicine and dentistry at Queen Mary.



Roles Overview

Job Context

We are looking to further enhance the impact of our faculty research activities by providing opportunities to world-leading translational researchers who publish in the highest impact journals and have major grant success in the fields of **cancer, cardiovascular medicine, genomics, inflammation, precision healthcare, population health and big data science.**

Supporting our ambitions to further improve on our excellent performance in REF2021 (92% of research was graded 4* or 3* in terms of significance) these opportunities will see you embedded within one of our Institutes, playing a key part in contributing to the expansion of the Faculty Research portfolio through your own research area and by working with colleagues across the faculty to develop and deliver new research endeavours of local and global impact.

Although these appointments are mainly research focused, you will be expected to undertake some educational activity, as is done by all relevant colleagues within the Faculty and across Queen Mary.



Computer generated image of Barts Life Sciences Whitechapel Development showing 4 development envelopes and a new clinical research facility in the Royal London opening in summer 2025. Plot C is Queen Mary's Life Sciences building and will house the Precision Healthcare URI and is immediately adjacent to the Digital Environment

Main Duties and Responsibilities

Research & Scholarship (Major contribution)

You will:

- Conduct leading edge, original research into complex problems, ideas, concepts and theories to obtain new knowledge.
- Publish world leading or internationally excellent research (in the highest impact journals) that make major contributions that impact health and patient care.
- Engage with the research community at an appropriate level, e.g. via conferences, advisory or editorial bodies, research funders, referring and research reviews.
- Provide international research leadership in the field and at QMUL, that contributes to the overall medium to long-term research strategy of the Institute and Faculty.
- Lead research funding strategies and bids within the research group, including management and facilitation of bids with collaborators within Queen Mary and beyond.
- Use research to engage in a broad range of activities that influence society, economy, industry, government or public policy.
- Lead and contribute to a research group's aims to successfully recruit and develop PhD students in line with the Institute and Queen Mary strategies.
- Recruit, guide and develop personally assigned PhD students to the successful completion of their research programme.

Student Experience & Education (Minor part of the role)

You will:

- Contribute to and support innovations in teaching and learning through the development of teaching materials, forms of pedagogy, or appropriate teaching collaborations.
- Organise, design and deliver teaching and assessment as required by the Institute, Faculty and QMUL; this will include delivering lectures, classes and seminars in core and specialist subjects with due regard to best practice and the overall teaching strategy in the Institute at home and overseas.
- Act as a Personal Tutor providing effective support to students, including referring to specialist services as appropriate, and proactively identifying engagement issues at an early stage.
- Shape and influence curriculum development and actively contribute to the review of courses in accordance with the teaching and learning strategy of the Institute, Faculty and Queen Mary.

Public Engagement & Impact

You will:

- Contribute to increasing public understanding of the discipline, finding ways to support external users of research.
- Contribute effectively to the Institute's outreach plans, developing links with, for example, industry or community partners.
- Lead and facilitate the successful exploitation of research through, for example, patents and spinout companies or influence on the development of public policy in the UK and overseas.
- Lead and facilitate the successful development of partnerships with other higher education institutions, government bodies and industry for the benefits of student education and research collaborations, and experience in the Institute, Faculty and University in the UK and

Main Duties and Responsibilities (continued)

Leadership & Collegiality

You will:

- Foster collegiality through role-modelling and fulfil Institute and QMUL wide responsibilities as agreed with the Institute Director, or other senior colleagues.
- Lead and manage research staff supporting them in their role and their wider career development through coaching, mentoring, peer support and appraisals.
- Make contributions to the vision and leadership of the Institute and QMUL, as well as wider relevant bodies, such as learned societies, where relevant.
- Engage in the wider Queen Mary agenda (e.g. Equality & Diversity; Sustainability; Internationalisation; Widening Participation; Interdisciplinarity and Staff Development) in line with Queen Mary strategies and policies.

For Clinical Appointments Only

- You will hold an honorary contract with the relevant NHS Trust.
- Clinical duties may include:
 - a. General outpatient clinics.
 - b. Participation on a pro rata basis in any Consultant rota in future, moving academic activity where necessary to accommodate this.
 - c. Participation in the out of hours general consultant on call rota.
 - d. Participation in audits, quality improvement and service development activity as an active and engaged member of the clinical team, taking a leadership role where required.
 - e. Active membership of the wider multi-disciplinary team.
 - f. Job Plans will be individually agreed.
- Medical Staff are advised to continue membership of one of the medical defense organisations.
- You must have an awareness and understanding of clinical governance issues and will be expected to participate in Clinical Governance activities related to their clinical work.

Other Duties & Responsibilities

- The above list of responsibilities is not exhaustive, and the jobholder may be required to undertake other duties commensurate with the level of the role, as reasonably requested by their line manager.
- This job description accurately reflects the duties and responsibilities of the role at the time the job description was written. These duties and responsibilities may change over time without significantly impacting on the character of the role, the overall level of responsibility, or its grade.
- Depending on strategic or operational needs, the jobholder may in the future be required to work for another existing or new organisational unit and/or at a different site within Queen Mary. This may be on a temporary or indefinite basis and may involve a change in line management and / or regularly working at more than one site.

Main Duties and Responsibilities (continued)

Citizenship

- The Faculty of Medicine and Dentistry is committed to an action plan that supports the cultivation of a diverse and nurturing staff and student community, at the heart of which sits the commitment to equality of opportunity and equity in our processes and structures. It is the expectation of all staff that they undertake citizenship responsibilities within the Faculty.
- As part of the appraisal and probation process, your line manager will discuss the expectations of you to lead or participate in citizenship projects/initiatives as set out in the Faculty's EDI Strategy. These responsibilities will be commensurate with the seniority of the role and the expertise and experience of the individual.

FMD Academic Performance Standards

- The FMD's academic performance standards provide a framework for the FMD's academic community to pursue identified strategies and targets to advance excellence in research, teaching and third-stream activities (and where appropriate taking into account the demands of clinical service provision) by identifying achievable performance targets for all academics.



Person Specification

Please see below the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements.

Essential: Requirements without which the job could not be done. These requirements are tailored to clinical, non-clinical and all applicants in the list below.

Desirable: Requirements that would enable the candidate to perform the job well.

Qualifications

Essential:

- Higher degree (e.g. PhD, MD) in a relevant and appropriate field of speciality related to our themes (All applicants).
- Membership of the relevant Royal College, or equivalent (for Clinicians only).
- UK-registerable basic medical qualification (GMC registration) (for Clinicians only).
- Certificate of completion of training (CCT or equivalent) in a relevant and appropriate field of speciality (for Clinicians only).

Desirable:

- Higher education teaching accreditation, e.g. Fellow or Senior Fellow of the Higher Education Academy.

Knowledge and Experience

Essential:

- Significant track-record of high quality research in a field related to our themes at national and international level, including publications in internationally renowned impact journals.
- Significant experience and proven ability in developing research proposals, bidding for and securing external research funding, and subsequent effective award management skills.
- Experience of managing research staff or teams, including staff development and the successful supervision and management of PhD students to completion.
- Clear and ambitious plans for future research.
- Wide clinical knowledge in a field related to our themes.
- Demonstrable knowledge of clinical governance and patient safety matters (clinicians only)

Person Specification (continued)

Skills and Abilities

Essential:

- Proven ability to plan and develop a range of high-quality research activities, ensuring proposals complement broader research strategies, demonstrating a commitment to continuous improvement.
- Proven ability to persuade and influence at all levels within the immediate research group, across the institution, and externally in order to foster and maintain relationships and effectively resolve tensions and difficulties in a positive manner.
- Ability to communicate new and complex information effectively, both verbally and in writing, engaging the interest and enthusiasm of the target audience. This includes lecturing to students, presentation of research at group meetings and conferences and public engagement activities.
- Evidence of leadership in initiating and delivering cultural change in the furtherance of the principles of equality, diversity, and inclusion.
- Evidence of advancing your knowledge and understanding of diversity issues through mandatory EDI training or evidence of courses attended.

Other

Essential:

- Meet the University of London standards, as relevant to this role, for the conferment of the title of Professor.
- The ability to meet UK 'right to work' requirements. The University has a legal responsibility to ensure that all potential employees can provide documentary evidence of their legal right to work in the UK prior to commencing employment.

Eligibility Requirements

Visa Sponsorship

For those who do not have a right to work in the UK, the University is a UKVI licensed sponsor and is able to issue a Certificate of Sponsorship (CoS) to successful candidates who are offered skilled roles and meet the eligibility criteria. The CoS enables candidates to apply for a Skilled Worker visa.

For further information on this, please visit: www.gov.uk/skilled-worker-visa

Global Talent Visa Route

The Global Talent visa is an alternative route to sponsorship, directly applied for by the applicant. It is open to those wishing to work in the UK and who are a leader or potential leader in the fields of academia or research, arts and culture, and digital technology.

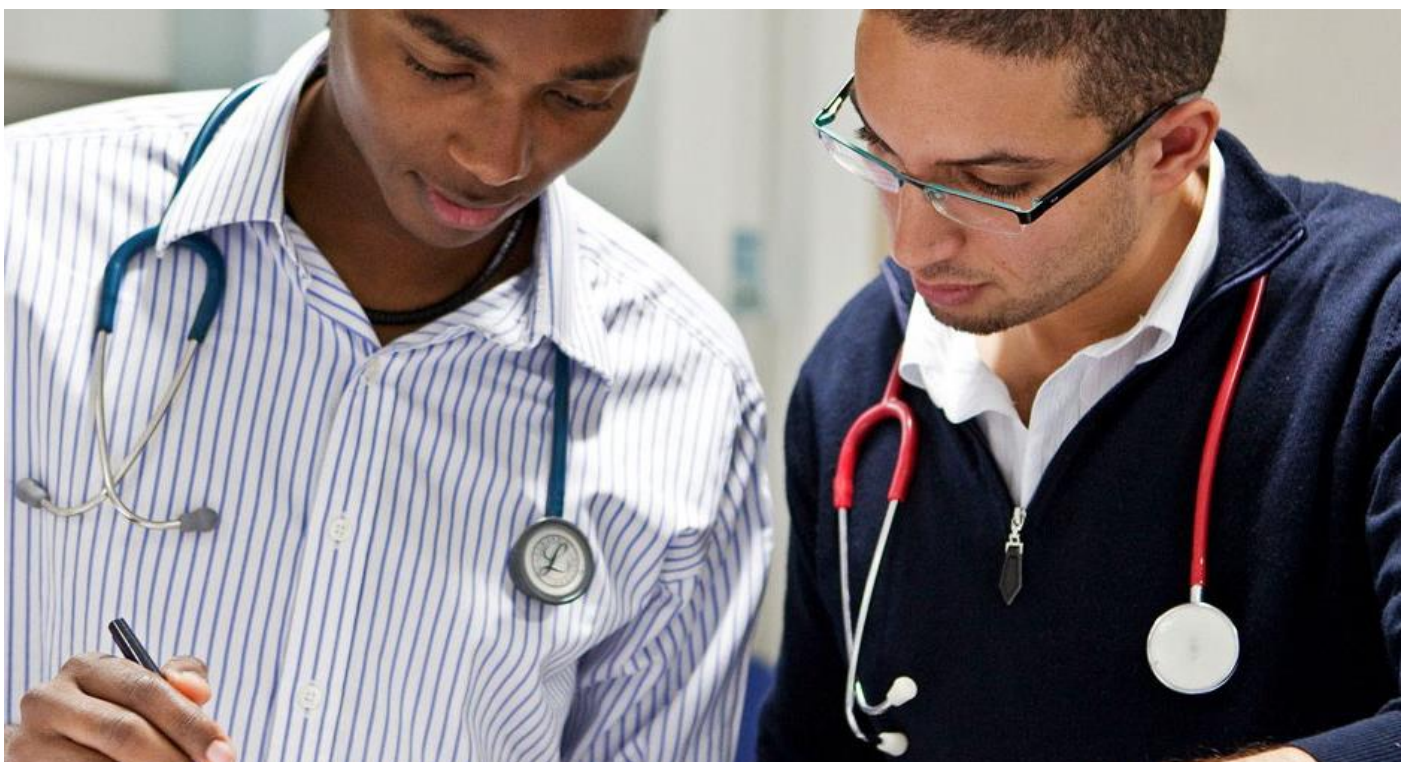
For further information on this, please visit: <https://www.gov.uk/global-talent>

For additional information on both visa sponsorship and non-sponsorship visa routes, please visit the UK Visas and Immigration website: <https://www.gov.uk/browse/visas-immigration/work-visas>

Academic Technology Approval Scheme (ATAS)

Academics and Researchers applying for Skilled Worker visas and Sponsored Researchers applying for Government Authorised Exchange visas who will be undertaking research activities, at PhD level or above, in the one of the ATAS listed subject areas will be required to obtain an ATAS certificate before they can apply for a visa to work in the UK. Exemptions will exist for nationals from the EEA, Australia, Canada, Japan, New Zealand, Singapore, South Korea, Switzerland and USA and those applying for Global Talent Visas.

For further information on this, please visit: [ATAS-Certificate](#)



EDI Initiatives

Queen Mary is committed to advancing Equality, Diversity and Inclusion (EDI). We hold a Silver Institutional [Athena SWAN](#) award for advancing gender equality and champion a number of [EDI initiatives](#) across the University. We also offer a number of development programmes including [Springboard](#), [Aurora](#) and [B-MEntor](#).

We are committed to championing EDI relating to all protected characteristics and other underrepresented and marginalised groups under the Equality Act 2010. We offer 'Introducing Inclusion' training for staff to give them an understanding of EDI related issues and provide them with the tools needed to champion inclusivity and embed best inclusive practice in all the work they do.

EDI is built into everything we do at Queen Mary and is championed through a well-established governance structure. If you are interested in learning more about Equality, Diversity and Inclusion at Queen Mary and how to get involved then please contact hr-equality@qmul.ac.uk.

Flexible Working

Queen Mary is proud of the diversity of its staff and students. We encourage inclusive practices in everything that we do, to ensure that everyone who works here feels valued and enabled to have a positive working experience. We are therefore open to considering applications from candidates wishing to work flexibly, balanced against business need.

Our [Flexible Working Policy](#) includes examples of some of the flexible working arrangements that could be considered. If you feel that this is something that may be of benefit to you, please do ask.

Family Friendly Policies

Queen Mary recognises the commitments that staff have to their family and the importance of work-life balance. To support this Queen Mary offers a range of [family friendly policies](#) with enhanced rates of pay available for family-related leave, following a qualifying period of service.

Staff Benefits

To enable our staff to flourish and to reach their full potential throughout their employment at Queen Mary, we offer a range of benefits:

Annual leave - 30 working days (not including bank holidays).

- [Season ticket loan scheme](#)
- [Pension scheme](#)
- [Reward and recognition schemes](#)
- [Cycle to work scheme](#)
- [Qmotion sport fitness centre](#)
- [Employee Assistance Programme](#)
- [Family friendly policies](#)
- [Flexible working practices](#)
- [On-site day nursery](#)



The Recruitment Process

The University will be supported in this recruitment process by an executive search firm Veredus.

How to Apply

To apply for this post, please submit the following documentation to Veredus.

- A CV setting out your career history, with key responsibilities and achievements.
- A Supporting Statement (approx. two pages of A4) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role, with reference to the Person Specification criteria.
- A completed Equality and Diversity Monitoring Form and a Candidate Supporting Information Form.

Applications should be sent via Veredus website www.veredus.co.uk quoting reference number **16086**.

All submissions will receive an automated response.

If you encounter any issues with your application, please email: education@veredus.co.uk

Further Information

If you have any questions about the role or would like to discuss the post further, please contact our advising consultants at Veredus:

- James Griffin on james.griffin2@veredus.co.uk
- Andra Parvu on andra.parvu@veredus.co.uk

Indicative Recruitment Timetable

- Appointments into roles will be made on an ongoing basis. Therefore, we strongly encourage you to contact Veredus as soon as possible if you are interested in finding out more about the opportunities available and to register your interest.

GDPR

At Veredus, we take care to protect the privacy of our candidates and clients. For our privacy notice, please visit: [Veredus Privacy Policy](#)



Queen Mary is a company incorporated
by Royal Charter registered in England.
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