NUAcT Fellow | Candidate Information

Clinical Research

From Newcastle. For the world.
Introduction

Thank you for your interest in applying for a NUAcT Fellowship at Newcastle University. We believe that our fellowship scheme offers you exciting opportunities to be creative and develop your research ideas, expand your horizons, and build your research career with us in a dynamic and supportive academic environment.

We are investing £30m to build a diverse community of around 100 NUAcT Fellows over five years. We seek to appoint people who have a strong track record aligned to our own research portfolio, who are ambitious and who have the potential to develop a broad range of skills to become world leading academics at Newcastle University. The scheme opened last year and proved extremely popular. We have been delighted to appoint 25 outstanding early career researchers in wide-ranging disciplines, from English literature, through computing science to mitochondrial biology. This year, we are once again open for applications from talented researchers in any discipline from around the world who want to come and be part of this diverse and interdisciplinary community of researchers.

Our world-class facilities and the excellence of our research across wide-ranging disciplines gives fellows the freedom and opportunity to excel and succeed. We are also fully committed to the professional development of our next generation of researchers. We have a dedicated team overseeing our scheme, ensuring that each fellow is supported towards a full academic position through mentorship and personalised career development training tailored to their individual needs.

Newcastle University attracts excellent researchers, not least because of the ambition, enthusiasm and teamwork of our staff. We believe that the major challenges of the future will only be answered by collaborative teams that are diverse in career stage, career pathway, disciplinary background, experience and personal characteristics and that Newcastle University is ideally placed to build such teams. We hope that you share our vision to enhance our diversity and creativity, and contribute towards a fully inclusive and collaborative research culture where everyone’s ideas thrive. We very much look forward to hearing from you.

Professor Brian R Walker
Pro Vice Chancellor for Research Strategy and Resources

Professor Candy Rowe
Director of NUAcT Fellowships
Newcastle University

Newcastle University is a thriving international community of 6,000 staff and 28,000 undergraduate and postgraduate students from over 140 different countries. Ranked in the top 150 of world universities, we aspire to be a people-focussed university that harnesses academic excellence and creativity to provide benefits to individuals, to organisations and to society as a whole.

There are a number of characteristics that have defined us over the years and which will continue to be prominent features of our Vision. These include our clear focus on education and research that is of direct relevance to our city and region, a culture of openness and transparency and longstanding commitments to equality, diversity and inclusivity and academic freedom. Our international research is facilitated by having physical bases in four locations (Newcastle, London, Singapore and Malaysia).

The 2014 Research Excellence Framework (REF) placed Newcastle University 16th in the UK for Research Power and the vast majority of our research was assessed to be world-leading or internationally excellent. In June 2017 we were awarded Gold status in the TEF (Teaching Excellence Framework) and in 2018 we were ranked 9th in the Times Higher Education Ranking of Teaching in Europe, a ringing endorsement of our long tradition of excellence in teaching.

The University’s main campus is located in the centre of Newcastle upon Tyne, the cosmopolitan capital of the North East of England. Newcastle is a modern, compact and vibrant city, which enjoys a worldwide reputation for the quality of its cultural and social life. Recent research named Newcastle the best city in the UK to bring up a family because of its outstanding schools, high number of green spaces, low crime rates and affordable house prices. Newcastle also boasts fantastic shopping, restaurants, museums, galleries and cinemas as well as easy access to some of the most beautiful countryside in the UK, including the Northumberland coast and Hadrian's Wall world heritage site.
**NUAcT Fellowship Scheme**

The NUAcT (Newcastle University Academic Track) Fellowship Scheme offers five-year, well-resourced research fellowships in any discipline, leading to open-ended faculty appointments. NUAcT Fellows will join a thriving cohort of talented early career researchers and will be fully supported to reach their potential with bespoke development opportunities, dedicated mentoring and access to world-class research facilities. Fellowships are fully flexible to accommodate part-time working patterns.

Successful candidates will have a strong track record for their career stage, be excellent collaborators and have the potential and vision to become established researchers who are internationally recognised in their field. It is expected that fellows will establish a distinctive profile within five years, leading to an ongoing academic career at Newcastle University.

Once appointed, fellows will be allocated a line manager and will undergo a bespoke induction programme that will help them plan their research and professional development. Fellows will also be allocated a mentor at the start of their fellowship, who will meet regularly with the fellow and support them with all aspects of their career. The NUAcT scheme also offers a range of training and career development opportunities through Fellows Days, workshops and networking events. Fellows will be encouraged and supported to work with colleagues from different disciplines across the University and beyond, and will become part of a University-wide network of talented early career researchers.

Our NUAcT Fellows will be role models for EDI (Equality, Diversity & Inclusion), helping us to make Newcastle University a dynamic, modern and inclusive place to work and study. We have a longstanding commitment to EDI, and are committed to academic excellence and ensuring equality of opportunity to succeed, creating positive and supportive workplace cultures that enable everyone to flourish and reach their full potential. We value individual differences and the benefits that diversity brings to the pursuit of academic excellence, and welcome applications from all sectors of society.
The Offer

A competitive start-up package will be offered:

- Five years’ salary (or five years’ FTE equivalent if working part time)
- Initial fixed term appointment with progression to an open-ended contract subject to review
- Research expenses (up to £50k, subject to research programme needs)
- Funding for a PhD student associated with the research
- Dedicated mentors with extensive research expertise and significant project management experience
- The opportunity to join and participate in our world-class interdisciplinary research centres
- Extensive training opportunities including a bespoke personal development plan
- Peer support from a cross disciplinary cohort of talented early career researchers
The Post of NUAcT Fellow: Clinical Research

Our NUAcT Clinical Fellows can come from a range of professional clinical backgrounds and bring with them a wealth of experience in research, teaching and engagement. Our NUAcT Clinical Fellows will have a passion for their research and for developing a cohesive and positive research environment, an appetite for exploring ways of interdisciplinary working across boundaries both within and outside of the University, and the motivation and talent to carry out research that can have a real and meaningful impact on a global platform.

The Faculty of Medical Sciences at Newcastle University offers a vibrant research environment for clinical academics across the whole translational pathway from biosciences, through translational and clinical research to population health sciences. Strong collaborative links with local NHS partners provide opportunity for groundbreaking research which is focused on ultimate patient benefit.

Applicants to the NUAcT Clinician Scientist Fellowship Scheme should have successfully completed and graduated with a higher research degree, ideally a PhD. They will have a track record of high quality original research publications in field leading journals and have demonstrated an ability to secure research grant or doctoral fellowship funding previously. They should be able to demonstrate a clear trajectory towards research independence and be able articulate a clear research vision and ability to create a collaborative network nationally and internationally. To satisfy these criteria it is likely medically qualified candidates would be towards the end of their speciality training or be within 3 years of appointment at Consultant or GP level. Non-medically qualified clinicians will be experienced clinical practitioners having completed professional training for their clinical discipline. Medical applicants should have full GMC registration and a licence to practice in the UK and other clinicians should hold current registration with their relevant professional regulatory body.

Successful applicants should expect to spend 80% of their time dedicated to delivery of their research programme and in development of core teaching skills allowing 20% to be used for clinical practice with a suitable NHS or Local Authority partner.

Ideally, clinical applicants to the NUAcT Clinician Scientist scheme will have identified a suitable local NHS or local authority partner with whom they will to practice under an honorary clinical contract. Letters of support from partner organisations confirming willingness to host the applicant for their clinical work are welcome at the time of application but are not essential.

Medical or dental applicants who wish to take up the fellowship at clinical consultant level will require a second step in the recruitment and interview process to allow the NHS partner organisations involvement in an appointments panel for the honorary consultant role. Whether this second step is required for other clinicians or those working below consultant level will be dealt with on a case-by-case basis.
a formal offer of place on the scheme can only be made once both steps of the recruitment process are successful.

**Main Duties and Responsibilities**

- To plan and carry out independent, original research leading to high quality outputs, impact and successful applications for research funding.
- To initiate and participate in collaborations, both within and beyond Newcastle University, that enable cutting-edge research.
- To contribute to a positive and inclusive research environment, and actively support the University’s equality, diversity and inclusion (EDI) agenda.
- To develop a balanced profile of activities that includes research-led teaching and contributions to the working environment. Whilst the focus of this position is on carrying out independent research, aptitude and enthusiasm for teaching is expected.
- To support the careers of others, including providing high quality mentoring and supervision for other staff and students.

**Progression**

Progression to an open-ended contract will be subject to formal review in line with the following criteria:

- Maintaining a trajectory to become an internationally recognised researcher, for example:
  - high quality publications or other substantive outputs appropriate to your field
  - the ability to secure external funding to grow your research
  - invitations to conferences and events outside Newcastle University
  - fostering external collaborations and partnerships

- Contribution to the academic mission of the University, for example:
  - development of research-led teaching activities
  - supporting the running of key services
  - organisation of outreach activities

- Commitment to creating a supportive and inclusive research culture, for example:
  - mentoring and supervising students and more junior staff, and helping to develop the careers of others
  - leading or contributing to EDI initiatives
Person Specification

Knowledge, Skills and Experience

Essential
- A clear vision and plan for developing an independent research programme including plans to attract external research funding.
- A successful track record of developing and delivering research commensurate with career stage.
- Understanding of the Equality, Diversity and Inclusion agenda and how the behaviours of individuals can contribute to a positive research culture.

Desirable
- Experience of collaborative working, for example, through working with different researchers or research groups, or with other partners beyond academia such as industry, policy makers or community partners.
- Understanding how to maximise the impact of research, including through outreach, engagement, and partnership building activities.
- Experience of delivering research-led teaching and supporting the careers of others, for example, through mentoring and supervision.

Attributes and Behaviours

Essential
- Willingness to participate in collaborating teams and openness to work in an interdisciplinary way.
- Desire to contribute to a positive research culture aligned to the University’s four Guiding Principles and its Equality, Diversity and Inclusion Strategy.
- Willingness to contribute to broader activities that fall within the typical remit of an academic member of staff such as membership of committees, involvement in working groups, EDI activity, outreach, etc.
- Willingness to develop others, for example, through teaching, mentoring, and supervision.
- Motivation to contribute to and benefit from the NUAcT cohort activities.

Qualifications

Essential
- PhD (or equivalent) in a relevant area of research.
How to Apply

Please apply for this position via our recruitment webpage: www.ncl.ac.uk/vacancies

IMPORTANT INFORMATION

- Applications must contain all of the following documents and each document must adhere to the maximum page limits otherwise they will not be forwarded for review.
- All fully completed applications (with all documents provided) will be assessed in a preliminary longlisting stage based on the summary cover sheet only.

Applications should consist of the following documents:

1. **Cover letter** (one page maximum) outlining your motivation to apply and how you will further your research and career aspirations through this fellowship, and drive forward research at Newcastle. Your letter must clearly state which academic unit(s) you would see as your host – please see the table ‘Newcastle University Schools and Institutes’ on the following page.

2. **Full CV** (four pages maximum) to include:
   - Training and qualification history
   - Employment history, including dates and positions/roles held to date
   - Research funding history, and any awards or prizes received
   - Research outputs (e.g. publications, talks, patents, methodologies, impact generation, etc)
   - Any contributions to other academic activities, including to teaching and supervision, outreach and promoting a positive research culture
   - Any other relevant experience and achievements

3. **A summary cover sheet** (two pages maximum) – you must submit a summary cover sheet using the template provided on the NUAcT website in the ‘Apply Now’ section.

4. **Full research proposal** (three pages maximum) to include:
   - Detail of programme of research to be undertaken during the Fellowship
   - Potential benefits to Newcastle University and fit within nominated host unit
   - Approach to engagement with external partners and impact generation
   - Deployment of associated PhD studentship
   - Funding applications to be targeted during the Fellowship and fit with funder priorities (please detail your eligibility for relevant Fellowships and anticipated timing of applications)

All documentation must be completed in no less that 11pt font and not exceed the length requirements or they will not be considered. Any incomplete applications will not be considered.
Appointment Timetable

Closing date for applications: 6 March 2020
To apply, go to: www.ncl.ac.uk/vacancies

Longlisting and shortlisting: 9 March to 24 April
All candidates who are unsuccessful at this stage will be notified by end of May. Detailed feedback will be sent to candidates who were longlisted but not shortlisted by the end of June.

Interviews: 27 April to 5 June 2020
All interviewees will be notified of their interview date at least one week prior to their interview. We will put confirmed interview dates for each panel on our website by the end of February 2020.
## Newcastle University Schools and Institutes

### Faculty of Humanities and Social Sciences
- School of Architecture, Planning and Landscape
- School of Arts and Cultures
- Newcastle University Business School
- Combined Honours Centre
- School of Education, Communication and Language Sciences
- School of English Literature, Language and Linguistics
- School of Geography, Politics and Sociology
- School of History, Classics and Archaeology
- Newcastle University Law School
- School of Modern Languages

### Faculty of Medical Sciences
- Biosciences Institute
- Population and Health Sciences Institute
- Translational and Clinical Research Institute
- School of Biomedical Sciences
- School of Dental Sciences
- School of Medical Education
- School of Pharmacy
- School of Psychology

### Faculty of Science, Agriculture and Engineering
- School of Computing
- School of Engineering
- School of Mathematics, Statistics and Physics
- School of Natural and Environmental Sciences

Find out more about Newcastle University’s Schools and Institutes [here](#).
Employee Benefits

The University is committed to providing a great range of benefits and discounts for our staff and includes:

- Excellent defined benefit pension schemes (eg USS, NHS)
- Excellent salary sacrifice schemes for cycle to work scheme and pensions
- Generous annual leave of up to six weeks per year in addition to a Christmas closure period. You also have the opportunity to purchase a further two weeks additional leave per year
- Family friendly leave policies, a career break scheme
- NCL Rewards which offers nearly 6,000 discounts at national retailers, holiday providers, cinemas, leisure attractions and much more
- Webstore – offering discounts on local sports tickets, theatre shows and other attractions
- Discounted regional travel scheme including bus, metro and rail
- On-site Sports Centre and Library
- More detailed information at [www.ncl.ac.uk/hr](http://www.ncl.ac.uk/hr)
Fostering Equality, Diversity and Inclusion (EDI)

We value individual differences and the diversity that this brings. We want to ensure that no-one is at a disadvantage because of who they are. Through dedicated activity we aim to create a supportive and inclusive culture for everyone to reach their full potential. The fostering and promotion of good relations and understanding among staff and students, irrespective of identity or background, is expected of everyone who works or studies at the University. By fully embracing equality, diversity and inclusion and embedding these principles in all that we do, the University is better able to support all our staff and students, and address new and evolving challenges.

The University holds a Silver Athena SWAN award recognising our achievements in promoting gender equality and the career progression of women. We are also members of the Stonewall Global Diversity Champion programme, the Business Disability Forum, and the Race Equality Charter. Our NUAcT Fellows will be welcome to engage with the events and activities of our many staff networks within the University including: NU Women, the Parents Network, Rainbow@NCL (our LGBT+ Network), the Black, Asian and Minority Ethnic (BAME) network and the Disability Interest Group (DIG).

For more information about EDI at Newcastle, and our current priorities and projects, see: www.ncl.ac.uk/who-we-are/equality
Newcastle University – Further Information

Ranked in the top 150 of world universities, we aspire to be a people-focused university that harnesses academic excellence and creativity to provide benefits to individuals, to organisations and to society as a whole. As a member of the Russell Group of research-intensive universities in the UK, we have a world-class reputation for research in ageing and health, cities, culture and creative arts, data, and energy.

The University traces its origins to 1834 and the need to address the economic, health and social demands of an industrial city. We are located in, and have contributed to, a region with a tradition of invention and innovation spanning more than 200 years, from the opening of the first permanent public railway line in 1825, through the birth of Pop Art in the 1940s to obtaining, in 2017, the world’s first licence for a pioneering technique to eradicate inherited mitochondrial disease.
**Academic Excellence**

In June 2017, we were awarded Gold status in the TEF (Teaching Excellence Framework), and in 2018 we were ranked 9th in the Times Higher Education Ranking of Teaching in Europe, a ringing endorsement of our long tradition of excellence in teaching.

The 2014 Research Excellence Framework (REF) placed Newcastle University 16th in the UK for Research Power and the vast majority of our research (78 per cent) was assessed to be world-leading or internationally excellent. We also ranked:

- 4th amongst UK medical schools for Clinical Medicine Research Intensity.
- 3rd in the UK for English (1st for impact), and in the top 12 for Geography, Architecture and Planning, and Cultural and Media Studies research quality.
- 1st in the UK for Computing Science research impact, 3rd in the UK for Civil Engineering research power and 11th in the UK for Mathematical Sciences research.

We are a three-time winner of the coveted Queen’s Anniversary Prizes for Higher and Further Education, most recently in 2013 for our research into sustainable rural economies and societies, which has influenced policy and practice around the world. In 2005, we gained the Prize for our innovative solutions to minewater pollution, and in 2009 we were recognised for research into ageing.

There are a number of characteristics that have defined us over the years and which will continue to be prominent features of our **Vision**. These include our clear focus on education and research that is of direct relevance to our city and region, a culture of openness and transparency and longstanding commitments to equality, diversity and inclusivity and academic freedom.
Globally Ambitious

We have extended our reach beyond the UK by establishing a presence in Singapore and Malaysia. In 2008, in partnership with the Singapore Institute for Technology, we opened our Newcastle University in Singapore where we now offer six degree programmes supporting more than 700 students annually, together with a number of Master degree programmes.

With the opening of Newcastle University Medicine Malaysia (NUMed) in 2011, we became the only UK University to have a fully owned medical campus overseas. NUMed delivers degrees in medicine and biomedical sciences to 800 students. The first doctors from NUMed graduated in June 2014.

Meanwhile, Newcastle University London, located in the City of London, opened in September 2015. Here we provide full and part-time undergraduate and postgraduate study programmes for students from all over the world, with a focus on business programmes. Newcastle University London also provides students and staff with increased links to national and international businesses.

The University is 27th in the Guardian University league tables 2019, 22nd in the Complete University Guide 2019, 21st in the Times/Sunday Times Good University Guide 2019 and in the top 150 of universities in the world in the QS World University Rankings 2018 and top 200 in the Times Higher Education World University Rankings 2018.
Excellent Staff and Students

In 2015, Newcastle University won the Outstanding Leadership and Management Team category in the Times Higher Education Leadership and Management Awards for the second time in four years, receiving praise for our innovative programmes to develop leadership throughout the University and improve the diversity of those in senior positions.

In terms of staff and student numbers, the University has recently grown more rapidly than comparable institutions, with income of more than £500 million in 2017/18. We are one of the largest employers in the North East of England, with approximately 6,100 employees. Our recent engagement survey says our staff enjoy working here and we were placed in the top five of the best places to work, according to the Best UK University Workplace survey carried out by the Times Higher Education magazine in 2014.

Student satisfaction at Newcastle University is consistently above the national average. Traditionally we have strong performance in the National Student Survey (NSS) with the 2018 survey showing that 86% of students were satisfied with their time in Newcastle – placing us joint 4th in the Russell Group. Newcastle University students are also among the most employable in the UK, 86% are in graduate level jobs or further study within six months of graduation, placing us 10th in the UK. We also have an active 220,000-strong global network of alumni in 200 countries and independent states around the world, encouraging mutual support and keeping us connected.
Investing in world-class facilities

The University’s financial position is strong: over the past few years we have invested approximately £100 million in our city centre campus and will continue to do so over the coming years. This has enabled us to achieve major refurbishments of our existing estate, for example the phased refurbishment of the Armstrong Building, and the development of outstanding new facilities such as our flagship, £58m Urban Sciences Building and the 1,277 bed Park View Student Village. Current projects include a new £16.2m Sports Centre and the refurbishment of the Claremont Complex.

We actively invest in projects that are helping to attract new businesses and jobs to the region. In partnership with Newcastle City Council, we are creating Newcastle helix, a £350m urban regeneration project, which is the largest of its kind in the UK. Here, we are investing £34m in a new Learning and Teaching Centre, and £50m in bespoke headquarters for our National Innovation Centres for Ageing and Data and the National Institute for Health Research Innovation Observatory. Together with the Urban Sciences Building, these innovation centres will create a full-scale demonstration site in the heart of Newcastle that will provide real-world solutions to the issues facing modern and growing cities that businesses and communities can get involved with and help to shape. These projects are creating high quality teaching, learning, social and living environments for our students and staff.

We also invest in cultural venues linked to our academic excellence. The Hatton Gallery is part of our world-class School of Arts and Cultures while the Great North Museum: Hancock (GNM) is home to extensive natural history, archaeology and ethnography collections. Managed on our behalf by Tyne & Wear Archives & Museums, the GNM and Hatton Gallery welcomed almost 580,000 visitors in 2017-18.
Living and Working in Newcastle

Newcastle is the cosmopolitan capital of the North East of England. Over the past 20 years, a cultural regeneration has changed the area beyond recognition, creating a stunning cityscape and a special place that rewards people who choose to visit, live, work, study and invest here.

Today, Newcastle is a modern, compact and culturally vibrant European city with a strong identity. The city centre is easy to get around and offers excellent shopping, restaurants, museums, galleries and cinemas. The city centre is renowned for its stunning architecture with many fine buildings and streets including Grey Street, described by renowned architectural historian, Nikolaus Pevsner, as ‘one of the finest streets in England’. Once a busy industrial and commercial dockside, Newcastle’s Quayside is now packed with cafés, bars and restaurants from which to enjoy views of the River Tyne and its bridges.

Neighbouring Gateshead, on the south bank of the Tyne, is now famed for its contemporary culture and iconic structures, including BALTIC, converted from a landmark industrial building in the 1990s and now a major international centre for contemporary art, the Sage Gateshead concert venue occupying a curved glass and steel building designed by Norman Foster, the Stirling Prize – winning Gateshead Millennium Bridge and Antony Gormley’s Angel of the North.

Sports fans are spoilt for choice in Newcastle, with regular topflight football, rugby and basketball fixtures taking place in the city. Gateshead Stadium brings international athletics to the region, while the world-class Durham International Cricket Ground plays host to county, one-day international, Twenty20 and Test matches. Nearby, Close House golf resort is listed among the UK’s top 100 golf courses and, every year, the world’s largest half marathon, the Great North Run, attracts some 57,000 participants and many thousands more spectators.

The region is steeped in history. The Northumberland coast and its historic castles, designated as an Area of Outstanding Natural Beauty, are only 30 minutes’ drive to the north, while to the west lies Hadrian’s Wall world heritage site. South of the city is County Durham where the ancient City of Durham is complemented by a heritage coastline and rural towns and villages.
Exceptional transport links connect the city and region to the rest of the UK, Europe and beyond. Newcastle International Airport is just over 20 minutes from the city centre by car or public transport, from where there are direct flights to and from London (Heathrow and Gatwick), Dubai, Amsterdam, Brussels, Dublin, Paris, New York and over 65 other destinations around Europe, together with frequent flights to most major domestic hubs. The East Coast mainline provides direct access to London by train in less than three hours and Edinburgh in just over an hour, with trains running approximately every 30 minutes. The A1(M) motorway links the area to London, Edinburgh and other major UK cities.

Getting around Newcastle on foot or by public transport is much easier than in many other urban centres. The modern, integrated transport system includes an extensive network of local buses and the Metro which connects the airport, city centre, coast and Sunderland. Services are reliable and good value and make commuting extremely easy.

Our region is one of the best value places to live in the UK based on the average cost of living, and property is significantly more affordable than in many other parts of the country. From carefully restored Victorian terraces to contemporary city-centre apartments, semi-rural locations to a seafront home, the region offers a wealth of choice in accommodation.

Newcastle’s hospitals have an international reputation for excellence in health care, and the University works in close partnership with the Newcastle Hospitals NHS Foundation Trust. Education here also has a strong reputation, with a choice of excellent state and private schools, several Further Education colleges and of course our world-class universities.