

Royal Brompton and Harefield Clinical Group

Job Profile

Clinical Research Fellow (SPR) in Interventional Pulmonology

Royal Brompton Hospital

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A System of Care

Guy's and St Thomas' is amongst the UK's busiest and most successful NHS foundation trusts. We provide specialist care for patients from across the world in cardiovascular, respiratory, cancer, renal and orthopaedic services as well as a full range of hospital and community services for people in south east London.

Our Trust includes St Thomas' Hospital, Guy's Hospital, Royal Brompton and Harefield Hospitals, Evelina London Children's Hospital, and community services in Lambeth and Southwark.

Our Trust has a reputation for clinical excellence and high-quality teaching and research. We are part of King's Health Partners, one of eight accredited UK academic health sciences centres. Together with King's College London we have dedicated clinical research facilities and a National Institute for Health Research (NIHR) Biomedical Research Centre. We are also working in partnership with King's Health Partners, to deliver the vision of creating a brand-new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age.

Royal Brompton and Harefield Hospitals (RB&HH) became part of Guy's and St Thomas' NHS Foundation Trust in February 2021 and the Group is the largest specialist heart and lung centre in the UK and among the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex heart and lung conditions, carrying out some of the most complicated surgery, and offering some of the most sophisticated treatment that is available anywhere in the world.

Our integrated approach to caring for patients from the womb, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained RB&HH an international reputation as a leader in heart and lung diagnosis, treatment and research.

As a Trust, our patients are at the heart of everything we do and we pride ourselves on ensuring the best possible patient experience. The commitment of our 22,000 staff is key to our success and we aim to develop and support all our staff, so they are able to deliver high-quality, safe and efficient care for our patients.

1.0 Clinical Group approach.

Our mission is to be the UK's leading specialist centre for heart and lung disease. We will achieve this mission through a strategy of focused growth in aspects of heart and lung treatment, such as congenital heart disease, arrhythmia, heart failure and advanced lung diseases.

Our Approach

- The continual development of leading-edge services through clinical refinement and research
- The effective and efficient delivery of core specialist treatment

- The transition of appropriate routine services to other centres to release capacity for new interventions

Remaining an autonomous specialist organisation is central to preserving and building our strong clinical and organisational record. However, we are equally convinced of the importance of effective partnerships particularly with major academic bodies, such as Kings College London, to ensure a continuing pipeline of innovations to develop future treatments.

1.2 Range of Services

RB&HH provides first-rate clinical services and exceptional research output. We have an outstanding Research and Development pedigree; with over 500 active research projects across 10 R&D programmes. Every one of these programmes has been consistently given the top rating by the NHS R&D Directorate. The table below illustrates the inter-relationship between our R&D activity and clinical services.

Several of our clinical services have been formally designated as national services by the Department of Health: Heart and Lung transplantation, Ventricular Assist Devices (LVAD), Pulmonary Hypertension and Primary Ciliary Dyskinesia.

Research Programmes		Clinical Services
Congenital Heart Disease	↔	Adult Congenital Heart Disease Pulmonary Hypertension Paediatric Respiratory Paediatric Congenital Heart Disease Fetal Cardiology Primary Ciliary Dyskinesia
Chronic Coronary Heart Disease and Atheroma	↔	Acquired Heart Disease
Failing Heart	↔	Heart Failure Heart & Lung Transplant
Critical Care	↔	Critical Care relating to Heart and Lung
Chronic Respiratory Failure	↔	Chronic Obstructive Pulmonary Disease Sleep Ventilation Pulmonary Rehabilitation Lung Volume Reduction
Lung Cancer	↔	Lung and Upper GI cancer services
Severe Respiratory Disease	↔	Interstitial Lung Disease Acute Lung Injury Asthma & Allergy
Occupational and Environmental Medicine	↔	Occupational Lung Disease
Chronic Suppurative Lung Disease	↔	Paediatric and Adult Cystic Fibrosis Non – CF Bronchiectasis Aspergillosis Mycobacterial Infections

1.3 Organisation

The Trust Board and Clinical Group Board are constituted as follows:

Non Executive Members	Executive Members
Baroness Sally Morgan (Chair)	Chief Executive, Dr Ian Abbs
Mr Simon Friend (Deputy Chair)	Lawrence Tallon, Deputy Chief Executive
Dr Felicity Harvey, CBE	Avey Bhatia, Chief Nurse and Vice President of the Florence Nightingale Foundation
Royal Brompton and Harefield Clinical Group	
Dr Richard Grocott-Mason, Managing Director	Ms Jan McGuinness, Chief Operating Officer,
Dr Mark Mason, Medical Director	Mr Nicholas Hunt, Executive Director
Mrs Joy Godden, Director of Nursing and Governance	Mr Robert Craig, Director of Development and Partnerships
Mr Richard Guest, Chief Financial Officer	Mrs Lis Allen, Director of Human Resources (HR)

The Royal Brompton and Harefield Clinical Group Board is a formal sub-committee of the Guy's and St Thomas' NHS Foundation Trust Board, with delegated responsibilities and decision-making rights for the strategic and operational running of its services. These are set out in the Guy's and St Thomas' Scheme of Delegation, and the Trust's Standing Financial Instructions provide the delegation limits with regard to financial decisions.

The Guy's and St Thomas' NHS Foundation Trust Board of Directors holds legal accountability for the Trust including all aspects of the Royal Brompton and Harefield Clinical Group (RB&HH). The RB&HH Clinical Group Board provides assurance to the Guy's and St Thomas' NHS Foundation Trust Board of Directors on the overall operational, quality and safety and financial performance of Royal Brompton and Harefield Hospitals, and on the development and delivery of the Trust's strategy for its heart and lung services.

The Clinical Divisions are: Heart (RB&HH incorporating Cardiology Radiology and Cardiac Surgery), Harefield (incorporating Cardiology, Transplant, Radiology, Respiratory and Cardiac and Thoracic Surgery), RB&HH Lung (incorporating Respiratory Medicine, Radiology and Lung Surgery); and Directorates of Paediatrics, Anaesthesia and Critical Care, Laboratory Medicine, Pharmacy and Rehabilitation and Therapies.

Non-clinical directorates are: Human Resources, Finance, Patient Services, Estates & Facilities, Communications and Public Affairs and Business Development & Commissioning.

1.4 Adult Congenital Heart Unit

The Adult Congenital Heart Unit is one of the largest dedicated services of its type in the world, providing care for around 4,000 patients. The unit has an active interventional and surgical programme. Specialist clinics include high-risk pregnancy, intervention and pulmonary hypertension. Research is given high priority within the unit exemplified by the most recent assessment from the HFCE. RB&HH produces more highly-cited publications in ACHD than any other Trust in the country, or anywhere else in the world.

1.5 Clinical Governance and Quality

The Clinical Group has an extensive programme of clinical governance and quality led by Mrs Joy Godden, Director of Clinical Governance and Nursing and Dr Mark Mason, Medical Director. The programme is delivered through the organisation's systems and processes for monitoring and improving services, including sections for:

- Clinical audit and information
- Clinical risk management
- Research and development office
- Infection prevention and control
- Patient feedback
- Clinical Quality and Improvement

Consultant appraisals form an integral part of the process with each consultant undertaking annual appraisal with their line manager. There is also a programme of mandatory training undertaken by all staff.

- **Regulation**

The Trust was inspected by the Care Quality Commission during Autumn 2018 and the inspection report was published in February 2019. Overall, the Trust was rated by the CQC as 'Good'. Within this rating, Harefield Hospital was rated as 'Good' and the Royal Brompton Hospital as 'Good' and identified several areas of outstanding practice.

- **Research and Development**

The Group structure for managing research changed in April 2017, with oversight for research being placed within the clinical divisions. In response to this, a new structure was implemented incorporating both operational and strategic aspects. To ensure appropriate delivery and oversight, new Cardiac and Respiratory Research Committees have been established with oversight and focus of operational running of the core facilities.

- **King's Health Partners**

As part of the wider Trust, the RB&HH Clinical Group partners with King's Health Partners, which provides further opportunities for collaboration and honorary positions for our research experts. King's Health Partners is a very strong and productive collaboration between Guy's & St Thomas', King's College Hospital, South London & Maudsley NHS Trust and King's College London as the academic partner.

King's College London is a leading Russell Group, multi-faculty university with a wide spectrum of academic activities covering medicine, the life sciences, nursing, dentistry, pharmacy, psychiatry, physical sciences, engineering, arts and humanities, business, social sciences and law. The vast majority of medical research and educational activities – including

all cardiovascular and respiratory activities - are based within the Faculty of Life Sciences & Medicine, which is one of the largest and most successful centres for biomedical research and education in the UK. It employs almost 1,900 staff (full time equivalent), of which there are 440 academic staff and 800 research staff.

RB&HH colleagues have been invited to affiliate and work with staff within the Life Sciences & Medicine Faculty and at King's College more widely. There are numerous opportunities for exciting collaborations in research, education, innovation for example and tremendous strengths and benefits from these synergies, which are just being explored, RB&HH colleagues are also able to obtain honorary appointments with King's College London too. All partners in the Kings Health Partnership share the same vision of creating a unique and world-leading centre of clinical-academic excellence for cardiovascular and respiratory patients.

- **Mentorship**

All new Consultants at both hospitals will be provided a detailed and focussed Trust and Departmental Induction upon their arrival. As part of the local induction, a Professional and Management Mentor will be allocated, with whom the appointee will meet for regular meetings.

2.0 Children and Fetal Services

The Group provides both Cardiac and Thoracic Surgical services on both Royal Brompton and Harefield sites, with a Paediatric/ACHD service at the Royal Brompton, and Transplantation at Harefield. In 2016/17 the activity volumes were as follows:

	Brompton Paediatric	Brompton Adult Congenital
Paed/ACHD	350 Surgical procedures	125 Surgical procedures

The Royal Brompton provides a comprehensive range of services for children with heart and lung disease, including a 12-bed paediatric intensive care unit, an 8-bed paediatric high-dependency unit and 26-bed paediatric ward. There is a dedicated paediatric outpatient area. There are 6 purpose-built operating theatres and an 18-bed adult intensive care unit which has the most sophisticated equipment available for the management of critical care. In addition, there is a hybrid facility, a dedicated adult ITU/HDU and 2 large cardiac wards for peri-operative patients. There are daily consultant ward rounds of all these facilities.

At Harefield there are currently 137 beds in the Hospital: The Surgical Unit has up to 44 beds available, divided between 2 cardio-thoracic wards, and a 9-bed HDU. Of the remainder, 42 are dedicated to cardiology and respiratory medicine, 14 are adult ICU beds, and for 30 transplant patients. There is also a 10-bed private ward. There are 4 catheter laboratories, 5 operating theatres (3 Cardiac, 2 Thoracic) and one bronchoscopy room.

The Evelina London Children's Hospital is one of only two specialist children's hospitals in London and cares for more than 103,000 children and young people each year, across the

hospital and in the community. The neonatal unit cares for around 1,000 babies a year, and has some of the best survival rates in the UK. Their heart services span congenital and acquired heart disease plus rhythm disturbances.

Evelina's service is a rapidly developing field of medicine with an international reputation for treating heart problems in children, caring for around 6,000 patients each year. The service:

- cares for children from before they are born (fetal life) through to childhood and into adulthood
- offers both outpatient heart services and inpatient services, with 14 dedicated inpatient beds used for planned and urgent treatment

As both RB&H and Evelina are internationally-recognised, paediatric teams and part of Guy's and St Thomas' Trust we are working collaboratively to treat patients and provide them with the best possible care. This role will be part of a RB&HH team that will be joining the Evelina. As part of the Evelina expansion plan, the vision is to create a large single academic congenital heart disease centre covering the whole lifetime of these patients from pre-birth to old age.

JOB DESCRIPTION

Title	Clinical Research Fellow in Interventional Pulmonology
Grade	SPR Level
Job base	The Royal Brompton Hospital
Responsible to	Professor Pallav Shah

BACKGROUND

Interventional Pulmonology at the Royal Brompton Hospital

The Royal Brompton Hospital is one of the largest interventional pulmonology centres in Europe. It provides a unique opportunity of experiencing a broad range of interventions in lung cancer, COPD and asthma. There is an established NHS service for linear and radial endobronchial ultrasound (EBUS), navigational bronchoscopy, endobronchial tumour resection, cryotherapy, cryobiopsy, bronchial thermoplasty for asthma. In addition, there is an extensive program of research with endobronchial valves, coils and vapor treatment for emphysema. The new areas of research involve targeted vagal nerve denervation for COPD and asthma and also cryospray treatment for chronic bronchitis. The interventional pulmonology team provides key input into the lung cancer and COPD multi-disciplinary teams, crucial for the management of these patients.

The Royal Brompton is a world leading hospital in Interventional Pulmonology research. There is an active portfolio of clinical trials both in lung cancer and COPD. The team work closely with the Lung Function Department who help provide detailed physiological assessment of patients including cardiopulmonary exercise testing, lung mechanics measurement. The team also collaborate with Imperial College and commercial partners on cutting edge radiological and bronchoscopic assessment of the lungs. There are active collaborations in robotics, physiology and molecular biology department with imperial college

MAIN TASKS AND RESPONSIBILITIES

Research

The successful applicant will be responsible for the management of several clinical research projects. They will be expected to develop a specific project for a PhD or MDres thesis. In addition, they will provide cross cover and support to other members of the research team.

The post holder will:

- Manage and conduct all aspects of the project including but not limited to:
 - Experimental planning
 - Medical and physiological assessment of patients
 - Data analysis
- Record, analyse and communicate scientific data together with a clear interpretation of results

- Write scientific papers communicating the results of the work, and present at scientific meetings nationally and internationally
- Develop relevant research and clinical skills
- Develop research collaborations within RBHFT, Imperial College and the wider community
- Liaise with the National Ethics Committees, Research Office and the R&D Office at RBHFT with regard to research planning, ethics application and costings
- Budget and keep records of expenditure

Clinical, technical, departmental

The post holder will:

- Provide clinical cover related to Clinical Research Facility projects as required and to participate in the clinical service of the department if appropriate
- Attend the routine clinical departmental meetings, and any clinical academic meetings being held, at which presentations of research or other topics will be expected.
- Join multidisciplinary meetings and participate in clinical governance activities and audit
- Attend the RBHFT Clinical Research Fellows Forum
- Attend the Royal Brompton Hospital Grand Rounds
- Participate in departmental managerial activities as required
- Observe all current guidance pertaining to research governance

Professional

The post holder will:

- Maintain a good working relationship with other health care workers
- Abide by the policies and procedures of the Trust, in particular those procedures relating to medical care of patients

Training and development

The post holder will:

- Undertake training sessions at Imperial College to gain skills in research. These may include learning skills in writing, critical analysis, statistics and other research areas.
- Continue to learn clinical skills from departmental meetings
- Contribute to teaching on ad-hoc basis externally and internally

Other

- Clinical research will be carried out under the guidance of the Research Area Leader
- Evaluation of the student by Imperial College is undertaken at 9 months (including a written report, presentation and viva) to ensure adequate capability, application, writing skills and progress. An unsatisfactory evaluation may result in permission not be granted to complete the full PhD or MDres program.
- Thesis write up is expected by the end of 3 years before returning to clinical training/practice.
- The post holder must abide by the Trust's core behaviours for staff and all other Trust policies including standing financial instructions, research governance, clinical governance, patient and public involvement, codes and practices, and health and safety policies

- The post holder will undertake any other duties commensurate with the grade as requested.

This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.

Infection and Prevention Control

All Trust staff will:

- Act as a role model and champion for the highest standards of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.
- Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

The Royal Brompton & Harefield Clinical Group is a non-smoking hospitals.

PERSON SPECIFICATION

Post: Clinical Research Fellow
Grade: Senior SPR Level
Department: Interventional Pulmonology

REQUIREMENTS	ESSENTIAL	DESIRABLE
<u>EDUCATION & QUALIFICATIONS</u>	<p>GMC registration</p> <p>Respiratory Medicine training number or CCT</p> <p>All staff are expected to take responsibility for their own continual personal development</p>	<p>Clinical experience in bronchoscopy</p>
<u>EXPERIENCE & KNOWLEDGE</u>	<p>Experience in lung cancer and COPD</p> <p>Understanding of the need and terms of research governance; knowledge of the Data Protection Act</p>	<p>Laboratory and lung function tests in COPD</p> <p>An understanding of respiratory physiopathology in the context of COPD</p> <p>Experience with statistical packages.</p>
<u>SKILLS & ABILITIES</u>	<p>Ability to prioritise own work in response to deadlines</p> <p>Ability to organise own work and co-ordinate that of other relevant staff</p>	<p>Excellent written communication skills and ability to write clearly and succinctly for publication</p>
<u>PERSONAL QUALITIES</u>	<p>Ability to collaborate with and relate to others</p> <p>Ability to communicate and deal with a wide range of people</p> <p>Ability to work constructively and effectively within a small team</p> <p>Ability to exercise initiative</p>	
<u>OTHER REQUIREMENTS</u>	<p>The candidate must be prepared to work unsociable hours as work demands from time to time and should be in work within core hours of 9a.m-5p.m Monday to Friday, unless on-call or otherwise agreed</p>	

Appendix One

HEALTH CLEARANCE

Applicants invited for interview will be asked to complete a medical questionnaire for submission to the Trust's Occupational Health Service.

NB Medical Staff who will be undertaking clinical work will be required to provide written Proof of hepatitis B immunisation and antibody status, BCG and rubella immunisations. In the absence of such evidence the post holder will not be placed on the payroll or undertake clinical work until the evidence is produced to the satisfaction of the Trust.

The Trust requires that any doctor or dentist who directs the use of x-rays for procedures such as cardiac catheterisation, pacemaker insertions, orthopaedic procedures, etc, in patient investigations or administers radioisotopes to patients possesses a certificate as proof of training in accordance with the "Ionising Radiation (Protection of Persons undergoing Medical Examination or Treatment) Regulations 1988", and submits a copy of their certificate to the Medical Staffing Department. Courses to allow Trust medical staff to obtain the certificate are available through the Department of Medical Physics, Churchill.

CLINICAL GOVERNANCE

The post-holder will participate in the clinical audit, clinical effectiveness, risk management, quality improvement and any other clinical governance activities as required by the Trust, Health Authorities, and external accrediting bodies.

PERSONAL AND PROFESSIONAL DEVELOPMENT

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs.

MANAGEMENT

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/She will undertake the administrative duties associated with the care of his/her patients, and the running of his/her clinical department under the direction of the Clinical Director.

GENERAL

The post-holder will assume a continuing responsibility for the care of patients in his/her charge and the proper functioning of his/her department.

IMPORTANT GENERAL NOTE

The post-holder must take responsible care of his/her own health and safety and any other personnel who may be affected by his/her omission. Trust policies and regulations must be followed at all times.

INDEMNITY

Under NHS Indemnity, the Trust will take direct responsibility for costs and damages arising from medical negligence where it (as employer) is vicariously liable for the acts and omissions of its medical and dental staff.

Where junior medical staff are involved in the care of private patients in an NHS hospital, they would normally be doing so as part of their contract. It is advisable that junior doctors who are involved in work outside his/her employment should have medical defence cover. This includes Category 2 work, i.e. reports for insurance companies, cremation fees.

Core behaviours for all Trust staff

All staff will commit to:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance
- Actively listen to comments/challenges and respond constructively
- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Provide a safe working environment.