Aston University
BIRMINGHAM UK

# Clinical Teaching Fellow (Physician Associate)

**Reference: 1749-26**

**Grade: 9**

**Salary: £48,337 - £57,666 , per annum, depending on experience**

**Contract Type: Permanent**

**Basis: Full Time (candidates considering part time hours will be considered)**

# Job description

**Job Purpose:**

The Clinical Teaching Fellow will contribute to the delivery, development, leadership and quality enhancement of the Physician Associate programme and associated healthcare education provision. The post holder will provide high-quality, evidence-informed teaching, assessment, student support, and academic leadership across the curriculum, ensuring compliance with University, professional, and regulatory standards, including those required by the General Medical Council (GMC), the Quality Assurance Agency (QAA), and other relevant bodies.

The post holder will support the teaching of biomedical sciences, clinical medicine, communication skills, clinical skills, human factors, patient safety, leadership, professionalism, non-technical skills, research methods, and evidence-based practice across the programme. They will contribute to curriculum development, assessment and standard setting, student recruitment, pastoral support, scholarship, and programme enhancement activities.

The role will include significant engagement with placement providers, local and national stakeholders, healthcare organisations, regulatory bodies, and professional networks to support programme quality, placement capacity, workforce development, and strategic growth. The post holder will contribute to placement quality monitoring and quality assurance processes, ensuring students receive high-quality clinical learning experiences.

The post holder will undertake a balanced portfolio of teaching, assessment, programme administration, scholarship, stakeholder engagement, and quality enhancement activities. Whilst contributions will be expected across all areas of the role, particular responsibilities may be agreed annually through the Performance and Development Review process in line with programme priorities, School strategy, and individual development goals.

**Main Duties/Responsibilities**

**Teaching**

- Teach across the Physician Associate Programme and other healthcare education provision as required.
- Deliver high-quality, evidence-informed teaching in biomedical sciences, clinical medicine, clinical skills, communication skills, professionalism, non-technical skills, leadership, human factors, patient safety, research methods, and evidence-based practice.
- Facilitate small-group learning activities designed to support students in integrating and applying multidisciplinary knowledge in an engaging and effective learning environment.
- Deliver teaching through lectures, seminars, tutorials, workshops, anatomy teaching, simulation-based learning, and clinical skills sessions.
- Develop, review, and update teaching materials, learning resources, and online content, ensuring alignment with programme learning outcomes and professional standards.
- Contribute to the design, delivery, marking, and quality assurance of formative and summative assessments, including written examinations, OSCEs, MMIs, and workplace-based assessments.

- Participate in assessment standard setting, moderation, examination boards, and quality enhancement activities.
- Invigilate assessments and examinations as required.
- Provide academic guidance, feedback, and support to students, acting as a Personal Tutor where required.
- Supervise Master's level research projects, dissertations, quality improvement projects, and scholarly activities.
- Contribute to curriculum development, review, and enhancement activities to ensure programmes remain innovative, evidence-based, and responsive to workforce needs.
- Support the development and delivery of electives, assistantships, simulation activities, and placement-related educational initiatives.

**External Engagement**

- To contribute to student placement schemes with companies both in the UK and overseas.

- To enhance the University's reputation with professional/scholarly bodies e.g., by promoting understanding of the subject.

**Citizenship**

- To carry out specific School roles and functions as may be reasonably required (e.g., Programme Co-ordinator, Personal Tutor, Admissions Tutor), these being equitably distributed across the academic staff.
- To provide pastoral care and support to students.
- To take part in and, if required, manage staff seminars, cross-departmental activities, and events e.g., Open Days, Applicant evenings and Stakeholder welcome events etc.
- To display and promote Aston values through own actions and behaviour.
- To undertake such other duties as may be reasonably requested and that are commensurate with the nature and grade of the post.

- To take part in and, on occasion, act as Chair of one or more of the school committees, these responsibilities being equitably distributed across the academic staff.

**Additional responsibilities**

- Engage in continuous personal and professional development in line with the demands of the role, including undertaking relevant training and development activities to develop themselves and support the development of others.
- Ensure and promote the personal health, safety and wellbeing of staff and students.
- Carry out duties in a way which promotes fairness in all matters, and which engenders trust.
- Promote equality of opportunity and support diversity and inclusion as well as working to support the University's environmental sustainability agenda and practices.

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## Person specification

| | Essential | Method of assessment |
|---|---|---|
| **Education and qualifications** | Undergraduate degree in Biomedical Sciences, Healthcare Sciences, Medicine, Pharmacy, Physician Associate Studies, or another relevant healthcare discipline.<br><br>Master's degree or postgraduate qualification in Physician Associate Studies, Medicine, Advanced Clinical Practice, Pharmacy, or another relevant healthcare profession.<br><br>Current professional registration with the GMC, HCPC, NMC, GPhC, or another relevant statutory regulatory body.<br><br>Fellowship of the Higher Education Academy (FHEA), Academy of Medical Educators (AoME), or equivalent professional recognition in healthcare education, or willingness to work towards this.<br><br>Enhanced DBS clearance (or ability to obtain prior to appointment). | Application form and interview |
| **Experience** | Minimum of three years' post-qualification clinical experience as a Physician Associate, or completion of Foundation Year 2 (FY2) and/or Core Training, or a healthcare professional practising at an advanced clinical level for a minimum of three years.<br><br>Demonstrable advanced knowledge of biomedical and clinical sciences, with the ability and willingness to further develop and deliver subject expertise across Years 1 and 2 of the programme.<br><br>Experience of delivering high-quality, evidence-informed teaching in: | Application form and interview |

| | Essential | Method of assessment |
|---|---|---|
| | Applied biomedical sciences<br>Clinical medicine<br>Communication skills<br>Clinical skills<br>Non-technical skills<br>Human factors and patient safety<br>Leadership and teamwork<br>Research methods and evidence-based practice<br>Professionalism and professional practice<br>Experience of teaching within higher education, hospital, community, primary care, or other healthcare settings.<br>Experience of facilitating interactive and student-centred learning, particularly within small-group teaching environments.<br>Experience of teaching, assessing, and supporting students studying at Master's level.<br>Experience in dissertation supervision, research project supervision, or scholarly activity supervision.<br>Experience of designing, delivering, and assessing clinical skills teaching, including formative and summative assessments.<br>Experience of OSCE design, delivery, examining, standard setting, moderation, and quality assurance processes.<br>Experience of assessment design and quality assurance within higher education or healthcare professional education.<br>Experience of using e-learning technologies and Virtual Learning Environments (e.g. Blackboard) to support teaching, learning, and assessment. | |

| | Essential | Method of assessment |
|---|---|---|
| | Significant experience of teaching practical clinical skills.<br><br>Experience contributing to programme delivery, curriculum development, quality assurance, student support, and programme enhancement activities.<br><br>Experience engaging with external stakeholders, professional bodies, clinical partners, and healthcare organisations. | |
| **Aptitude and skills** | Able to take initiative, work flexibly to meet deadlines within tight time schedules and solve problems.<br><br>Highly developed interpersonal skills, demonstrating empathy as a collaborative and supportive team member, with an ability to motivate colleagues and students and form effective and positive teams and inter-team working.<br><br>Excellent communication and presentation skills, with the ability to train less experienced colleagues in education matters and to communicate complex ideas through a variety of media including written proposals and reports.<br><br>Ability to develop own teaching materials and contribute to course and programme development.<br><br>Teaching practical clinical skills such as Advanced or Intermediate Life Support and clinical practical procedures.<br><br>Ability to provide tutorial and counselling advice to postgraduate students.<br><br>Ability to harness IT as a teaching tool.<br><br>A willingness to undertake further training as appropriate and to adopt | Application form and interview |

| | Essential | Method of assessment |
|---|---|---|
| | new procedures as and when required.<br><br>Commitment to always observing the University's Equal Opportunities Policy.<br><br>Ability to attend the University as and when required for scheduled teaching, relevant meetings, and student support.<br><br>Ability to lead taught modules and programmes for undergraduate and postgraduate students<br><br>Excellent communication, presentation, and interpersonal skills.<br><br>Ability to communicate complex scientific, clinical, and educational concepts to a wide range of audiences.<br><br>Ability to develop high-quality teaching materials using a variety of educational approaches.<br><br>Strong organisational and time-management skills, with the ability to work flexibly and manage competing priorities within demanding timescales.<br><br>Demonstrable leadership skills and the ability to take initiative and lead areas of work independently.<br><br>Ability to motivate, support, and develop students and colleagues.<br><br>Ability to train, mentor, and support less experienced colleagues in educational practice.<br><br>Ability to work collaboratively and contribute positively to multidisciplinary teams.<br><br>Demonstrable commitment to providing an outstanding student experience.<br><br>Strong IT literacy, including Microsoft Office and Virtual Learning Environments. | |

| | Essential | Method of assessment |
|---|---|---|
| | Commitment to equality, diversity, inclusion, and professional standards.<br><br>Commitment to continuing professional development and lifelong learning.<br><br>Willingness to undertake further training and professional development as required.<br><br>Willingness and ability to attend the University as required for teaching, assessment, meetings, operational activities, and student support responsibilities. | |

| | Desirable | Method of assessment |
|---|---|---|
| **Education and qualifications** | Doctoral qualification (PhD, MD, EdD, Professional Doctorate, or equivalent).<br><br>Postgraduate qualification in Medical Education, Healthcare Education, Assessment, Leadership, or a related discipline<br><br>ALS/ILS certification with<br><br>General Instructor (GI) status or equivalent instructor qualification. | Application form |
| **Experience** | National examiner experience for the Physician Associate National Examination (PANE/PARA) or another national healthcare professional examination.<br><br>Experience leading modules, programmes, workstreams, or strategic educational initiatives.<br><br>Experience of curriculum design, validation, and programme review.<br><br>Experience of simulation-based education.<br><br>Experience of educational scholarship, pedagogic research, publication, or conference presentation. | Application form and interview |

| | Desirable | Method of assessment |
|---|---|---|
| | Experience supervising postgraduate research students.<br><br>Experience working within Physician Associate education or other healthcare professional programmes. | |
| **Aptitude and Skills** | Ability to lead modules, programmes, or strategic developments within higher education.<br><br>Ability to develop and maintain partnerships with local, regional, and national stakeholders.<br><br>Experience of educational leadership and change management.<br><br>Track record of educational innovation and enhancement.<br><br>Ability to contribute to the strategic development and reputation of the programme, School, and University | Application form and interview |

## University values

All staff are expected to demonstrate/promote the University's values and expectations, which are an integral part of our strategy and underpin the culture of the University. In addition, our leaders are expected to be accountable, help to execute strategic visions of the University and share and set clear expectations that inspire those around them.

## How to apply

You can apply for this role online via our website https://www2.aston.ac.uk/staff-public/hr/jobs.

Applications should be submitted by 23.59 on the advertised closing date.
All applicants must complete an application form, along with your CV.

Any CV sent direct to the Recruitment Team and Recruiting Manager will not be accepted.

If you require a manual application form, then please contact the Recruitment Team via recruitment@aston.ac.uk.

## Contact information

**Enquiries about the vacancy:**

Name: Professor Philip Begg or Gemma Halewood-Muse
Job Title: Programme Directors
Email: p.begg@aston.ac.uk and g.halewood-muse@aston.ac.uk

**Enquiries about the application process, shortlisting or interviews:**
Recruitment Team via recruitment@aston.ac.uk or 0121 204 4500.

## Additional information

Visit our website https://www2.aston.ac.uk/staff-public/hr for full details of our salary scales and benefits Aston University staff enjoy.

**Salary scales**: https://www2.aston.ac.uk/staff-public/hr/payroll-and-pensions/salary-scales/index

**Benefits:** Benefits and Rewards | Aston University

**Working in Birmingham:** https://www2.aston.ac.uk/birmingham

**Employment of Ex-Offenders:** Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the positions they applying for is listed an exception under the act.

**Eligibility to work in the UK**: Where an individual is subject to UK immigration control, they will require a visa to work in the UK.

The following individuals do not need a visa for the UK, but do still have to prove their right to work before employment can commence:

- **British Citizens or Irish Nationals**
- **EU/EEA/Swiss nationals with Settled or Pre-settled status under the EU Settlement Scheme**
- **Non-EEA nationals with Indefinite Leave to Remain/Settlement in the UK**

The main routes available for those who need a visa to work in the UK are **Skilled Worker**, **Global Talent** and the **Graduate Route**.

Please see UKVI guidance for further information on eligibility, knowledge of English requirements and approved test centres https://www.gov.uk/skilled-worker-visa You can also find further information on our candidate immigration web page.

If you will conduct research in your role, you may need to apply for and obtain ATAS clearance before Aston can issue a Certificate of Sponsorship for your visa application. Please see our candidate immigration web page for further details.

**Before you start and Right to Work**

Right to Work Check
All employees must complete a Right to Work check before they commence work at Aston. HR will contact you during the onboarding process to arrange your check.

Cost of Living - Estate and Letting Agents
There are numerous Estate and Letting Agents that can help you find suitable accommodation. Useful websites for support and guidance https://www.gov.uk/government/publications/how-to-rent/how-to-rent-the-checklist-for-renting-in-england and https://www.citizensadvice.org.uk/housing/
You can also use property search websites such as Rightmove or Zoopla.

**Equal Opportunities**
Aston University promotes equality and diversity in all aspects of its work. We aim to ensure, through our admissions policies for students, and our staff recruitment and selection processes that we encourage applications from all groups represented in the wider community at a local, national and international level.

The University will endeavour not to discriminate unfairly or illegally, directly or indirectly, against student or potential students, staff or potential staff. This commitment applies to all functions of the University and to any stage of an individual's career.

An Equal Opportunities Monitoring Form is included within the application form. Data you provide on the Equal Opportunities Monitoring Form will be included in a general database, for statistical monitoring purposes, enabling the University to monitor the effectiveness of its Policy, Codes of Practice and Guidelines on Equal Opportunities in Employment. Individuals will not be identified by name.

**Data Protection**
Your personal data will be processed in compliance with the Data Protection Act 2018 and the General Data Protection Regulation ((EU) 2016/679) ("GDPR"). The University's Data Protection Policy and Privacy Notices, including the Job Applicant Privacy Notice can be found at https://www2.aston.ac.uk/data-protection. Your application will only be used to inform the selection process, unless you are successful, in which case it will form the basis of your personal record with the University which will be stored in manual and/or electronic files. Information in statistical form on present and former employees is given to appropriate outside bodies.
Full details of our terms and conditions of service and associated policies and procedures are available online at https://www2.aston.ac.uk/staff-public/hr/policies

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