NUFFIELD DEPARTMENT OF PRIMARY CARE HEALTH SCIENCES

Job Description

Summary

Job title	Clinical Researcher
Division	Medical Sciences
Department	Nuffield Department of Primary Care Health Sciences
Location	Radcliffe Primary Care Building, Radcliffe Observatory Quarter, Woodstock Road, Oxford, OX2 6GG
Grade and salary	Grade E62: £88,733 - £115,023 per annum
Hours	Part time (maximum of 0.5FTE)
Contract type	Fixed-term for two years minimum (dependant on FTE worked)
Reporting to	Gail Hayward
Vacancy reference	BZ26046 - 189659

The role

The Nuffield Department of Primary Care Health Sciences, University of Oxford is advertising for a Clinical Researcher.

Over the two years, you will spend up to 50% of your time on post-doctoral research. The appointment will be for a fixed term of two years minimum, dependent on FTE worked.

The University of Oxford is a member of the Athena SWAN Charter to promote women in Science, Engineering, Technology and Medicine. The University holds an Athena SWAN silver award at institutional level. Contact gender.equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford.

Flexible working

We offer flexibility with the hours available for this post from a minimum of 0.2FTE to a maximum of 0.5FTE. The department offers hybrid working and flexible working patterns.

Responsibilities

The Nuffield Department of Primary Care Health Sciences at the University of Oxford is a well-established department conducting high impact multi-disciplinary research. We are able to do this because we are well supported by genuinely helpful research infrastructure and have an excellent training programme for clinicians and other scientists from a wide range of backgrounds. This inter-disciplinary department is home to clinicians, clinical epidemiologists, health economists, medical statisticians, social scientists and psychologists, trialists, data scientists and programmers (the list is not exhaustive), working collaboratively on programmes to improve health and healthcare. Being a large department means we work hard at being a friendly one and are confident that we succeed. We also ensure our department has progressive employment policies that value the careers of all our team and we are proud that we hold an Athena Swan gold award.

We aim to develop the careers of our early and mid-career scientists and to provide opportunities to form productive collaborations and develop high level content and methodological expertise, which will enable all our team to grow their careers as scientists in applied health research. The themes of our research include:

- Cardiovascular and metabolic health
- Health behaviours
- Infections, respiratory and acute care
- Medical Sociology & Health Experiences
- Research methods/Evidence-based medicine
- Digital Health

Much of our work takes a global perspective and is truly cross-cutting. We also have access to skills in big data (we host OPENSAFELY, RCGP ORCHID and hold a CPRD licence), health policy development, statistics, sociology and health behaviours, health economics, and an in-house UKCRC registered NIHR clinical trials unit.

The overarching duties of the post are as follows:

The post holder will spend at least 50% of time undertaking research and academic training over the duration of the contract.

Clinical

- Up to 50% post in general practice as a salaried or self-employed GP.
- It is expected that the post holder will revalidate with the relevant NHS body each year.
- It is expected that the post holder fulfils requirements to remain on the Performers list.

Research

- You would become an integral member of one of our research groups and work with others in the group to define your questions and approach to your work. www.phc.ox.ac.uk/research
- To engage in advanced internationally competitive study or research.
- To contribute through research activity, publication and securing external funding to maintaining the overall standards of the department, aiming to publish papers of international importance, maintaining research grant funding to cover research costs and support a research programme, and developing a research team.
- To maintain all research training and certification necessary to perform clinical research

Teaching

- To teach through lectures, seminars and practical classes as requested by the Head of Department (HOD) or any other person nominated by HOD.
- To supervise graduate students.

Management and Administration

- To co-operate in the administrative work of the Department in both term and vacation under the direction of the Head of Department or any such person nominated.
- To undertake such other duties as may from time to time be determined by the Head of Department or any such person nominated.

Study and Training

Post-holders will undergo an annual NHS appraisal and departmental personal development review to examine their academic progress. They will be encouraged to go on relevant postgraduate courses covering the important skills required of a future clinical academic, namely, clinical, research, teaching, examining and management.

For further enquiries about research possibilities, candidates can contact Professor Gail Hayward gail.hayward@phc.ox.ac.uk.

The Nuffield Department of Primary Care Health Sciences hosts the Clinical Lectureships in General Practice.

Selection criteria

Essential selection criteria

Eligibility:

- Candidates must have completed their clinical training in General Practice, and be included in the GMC Specialist Register in General Practice
- At application, to hold or have submitted for a higher degree (PhD/MD/DPhil) in a relevant subject area. At the time of starting the post (if appointed), the applicant must have completed the higher degree* see note below for more detail.

Knowledge and Achievements:

- Demonstration of understanding of, and commitment to, an academic career.
- Demonstration of the potential for scientific independence and the ability to lead a research team.

Educational and Personal Aspects:

- Indication of medium and long-term career goals.
- Demonstration of educational reasons for applying for the post

Professional Skills:

- Evidence of team working skills.
- Excellent communication skills, including the ability to write for publication, present research proposals and results, and represent the research group at meetings
- Evidence of leadership potential.

Desirable selection criteria

- Evidence of commitment to specialty
- Intercalated honours degree and/or additional qualifications e.g. MSc etc.
- Evidence of commitment to primary care research (publications or presentation of work at national or international meetings)
- Knowledge of Oxford and how this is best placed to support the research, education and training needs;
- Prizes or distinctions.

*Candidates can apply for the post before they have completed their postgraduate qualification, although at the time of application, they must have submitted their doctoral thesis. In order to take up a post, the candidate must have completed their PhD/DPhil/MD/DM before their start date. To meet this criterion, the applicant should have been successfully examined. This means that the final examiner's report has been signed off by their University, after approval of minor corrections. Successful candidates will be asked to supply a Degree Confirmation letter (or equivalent) as proof of completion, before a start date can be agreed and a contract issued.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. If you have previously worked for the University we will also verify key information such as your dates of employment and reason for leaving

your previous role with the department/unit where you worked. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at: https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/pre-employment-screening

About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford.

For more information, please visit https://www.ox.ac.uk/about

Nuffield Department of Primary Care Health Sciences

A top ranked centre for academic primary care in the UK, we lead world-class research and training to rethink the way healthcare is delivered in general practice and other primary care settings, both across the UK and globally. Integrating evidence and innovation, our main strategic priorities are to develop evidence-informed solutions to reducing the pressures on health systems, advancing global primary health care and supporting the development of environmentally and financially sustainable models of healthcare.

Our research is led by internationally-renowned scientists; many of whom are practising GPs and primary care clinicians. Many others are psychologists, epidemiologists, sociologists, and public health academics. We cover the broad range of issues that you might expect to address in the community, including cardiovascular and metabolic disease, infectious diseases and childhood illness, diet, smoking and cancer. We also focus on understanding and improving the experiences of patients, rigorously evaluating the effectiveness of treatments and diagnostics, utilising big data, developing digital health interventions and working internationally. We have methodological expertise in novel clinical trial design and implementation, clinical decision-making and diagnostics, clinical epidemiology, medical statistics, behavioural science, modelling, qualitative research and the wider application of social science theory and methods to address practical and theoretical challenges in health and care settings.

The Department was established in October 1998 (as the Department of Primary Health Care) with the appointment of a foundation chair in general practice, and was made a free-standing department in 2011 with the first Oxford statutory chair in primary care. We provide a strong multi-disciplinary training environment, a full programme of academic support and good IT facilities. Our ability to collaborate with other epidemiological and community- based research groups across the University and with GP surgeries locally and nationally enables us to utilise a broad range of relevant expertise into our teaching and research. We have strong relationships at a national level with the UK Health Security Agency and public

health agencies in the devolved UK administrations, and at international level with inter-governmental bodies such as the World Health Organisation.

Our main research themes coalesce around cardiovascular disease and diabetes, infection, cancer, health behaviours, and digital health, with several cross-cutting themes, including disease prevention, early diagnosis, and patient self-management, big data and new clinical themes. We place inclusivity and diversity at the forefront of our approach to research from design and conduct through to the dissemination of our findings.

The department has exceptional infrastructure, including the long-established Primary Care Clinical Trials Unit, one of the most expert CTU's for trials conducted in community settings. We also host the Oxford Institute for Digital Health; the Bennett Institute for Applied Data Science; the Oxford Centre for Evidence-Based Medicine; the WHO Collaborating Centre for Primary Care; a WHO Collaborating Centre for the Promotion of Healthy and Sustainable Diets; The Global Health Network (a WHO Collaborating Centre for Research Information Sharing, E-Learning and Capacity Development); the Interdisciplinary Research in Health Sciences research group (which uses both quantitative and qualitative methods to examine the human, organisational and societal issues relating to the delivery of healthcare and the improvement of health services); and the Medical Sociology and Health Experiences Research Group (MS HERG), which is a centre of excellence in qualitative research methods and conducts studies of experiences of health and illness, digital health and organisation and delivery of care. The department is a founding member of the National Institute for Health Care Research (NIHR) School of Primary Care Research, houses the NIHR MedTech and In Vitro Diagnostics Co-operative (MIC), and leads several themes of the Oxford University Hospital and Oxford Health BRCs. In terms of methodologies, as well as our critical mass of social scientists and computer/information scientists, the department supports one of the largest groups of medical statisticians in medical sciences and a growing team of health economists.

Clinicians in our department teach a number of threads in the undergraduate course in Medicine and we place students in GP practices as part of their training. We run a very successful, well-established MSc programme in Evidence Based Health Care, and a new MSc in Translational Health Science with Oxford Lifelong Learning. We also run an MSc in Applied Digital Health and an MSc in Global Health Care Leadership run in partnership with the Said Business School.

The Nuffield Department of Primary Care Health Sciences holds a departmental Gold Athena Swan award (awarded in March 2023 and the first Gold in the University of Oxford) to recognise advancement of gender equality: representation, progression and success for all.

The Nuffield Department of Primary Care Health Sciences currently holds a Gold National Union of Students (NUS) Green Impact award. Green Impact is an environmental accreditation scheme championed by the National Union of Students and is designed to support environmentally and socially sustainable practice. The department supports sustainability initiatives in the following areas: supporting and leading change; energy; water; materials and waste; sustainable travel; biodiversity and nature; and food.

In order to create a positive culture, the department has created a set of values that we all aspire to demonstrate in the way we work and behave.

Our staff are mostly located in the superbly renovated Grade II listed Radcliffe Primary Care Building on the Radcliffe Observatory Quarter (ROQ), the University's most prestigious development site for a generation, and close to the city centre. Some staff are located nearby in the Gibson Building at the ROQ and the Department is currently seeking funding for ambitious renovation plans to create state of the art teaching and office space.

Car parking is very restricted with only a small percentage of staff being granted an annual parking permit and priority being given to those with access needs. Bus Pass, Train Pass, bicycle loans and Season Ticket Loan Schemes are all in operation for staff.

For more information please visit: http://www.phc.ox.ac.uk

Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for biomedical and clinical research and teaching. We are the largest academic division in the University of Oxford.

World-leading programmes, housed in state-of-the-art facilities cover the full range of scientific endeavour from the molecule to the population. With our NHS partners we also foster the highest possible standards in patient care.

For more information please visit: http://www.medsci.ox.ac.uk/

How to apply

Applications are made through our online recruitment portal. Information about how to apply is available on our Jobs website https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/how-to-apply

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education, or during career breaks (such as time out to care for dependants)

If you are applying for a research post and you have had periods of working part-time, please indicate this on your CV or in your supporting statement. This will ensure that any outputs such as publications are fairly judged when considered alongside the expected outputs of full-time workers.

Where posts are advertised full-time, we **may** be able to consider part-time working or job share arrangements depending on the requirements of the role. If you want to work part-time and this option is not expressly stated in the advert or job information, please email recruitment@phc.ox.ac.uk to enquire whether the role you are applying for might be available on a part-time basis.

Please upload all documents **as PDF files** with your name and the document type in the filename.

Please do not upload full published papers or certificates as part of your supporting documents.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

If you currently work for the University please note that:

- as part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving
- although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

Information for priority candidates

A priority candidate is a University employee who is seeking redeployment because they have been advised that they are at risk of redundancy, or on grounds of ill-health/disability. Priority candidates are issued with a redeployment letter by their employing department(s).

If you are a priority candidate, please ensure that you attach your redeployment letter to your application (or email it to the contact address on the advert if the application form used for the vacancy does not allow attachments).

If you need help

Application FAQs, including technical troubleshooting advice is available at: https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/support-with-online-applications

Non-technical questions about this job should be addressed to the recruiting department directly recruitment@phc.ox.ac.uk

To return to the online application at any stage, please go to: https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/how-to-apply

Please note that you will receive an automated email from our online recruitment portal to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.

Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at: https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy. The University's Policy on Data Protection is available at: https://compliance.admin.ox.ac.uk/data-protection-policy.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82** of 30 September before the 70th birthday.

For existing employees on these grades, any employment beyond the retirement age is subject to approval through the procedures: https://unioxfordnexus.sharepoint.com/sites/OXINTRANET-working-here/SitePages/the-ejra.aspx

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equal Opportunity

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission.

We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

Version date

August 2026

Benefits of working at the University

Employee benefits

University employees enjoy 38 days' paid holiday, generous pension schemes, flexible working options, travel discounts including salary sacrifice schemes for bicycles and electric cars and other discounts. Staff can access a huge range of personal and professional development opportunities. See https://www.ox.ac.uk/about/jobs/working-here

Employee Assistance Programme

As part of our wellbeing offering staff get free access to Health Assured, a confidential employee assistance programme, available 24/7 for 365 days a year. Find out more https://www.ox.ac.uk/about/jobs/life-in-oxford/healthcare-and-wellbeing

University Club and sports facilities

Membership of the University Club is free for University staff. It offers social, sporting, and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room, and swimming pool. See www.club.ox.ac.uk and https://www.sport.ox.ac.uk/.

Information for staff new to Oxford

Please see our Life in Oxford webpage for information on relocating to and settling into the Oxford area. The website offers valuable guidance, including information on where to find more details about housing, transportation, finances, healthcare, and other key aspects of living in Oxford and the surrounding region. See https://www.ox.ac.uk/about/jobs/life-in-oxford

There is also a visa loan scheme to cover the costs of UK visa applications for staff and their dependants. See https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/visas-and-immigration

Family-friendly benefits

We are a family-friendly employer with one of the most generous family leave schemes in the Higher Education sector (see https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment). Our Childcare Services team provides guidance and support on childcare provision, and offers a range of high-quality childcare options at affordable prices for staff. In addition to 5 University nurseries, we partner with a number of local providers to offer in excess of 450 full time nursery places to our staff. Eligible parents are able to pay for childcare through salary sacrifice, further reducing costs. See https://www.ox.ac.uk/about/jobs/life-in-oxford/childcare-and-schooling/childcare

Supporting disability and health-related issues

We are committed to supporting members of staff with disabilities or long-term health conditions, including those experiencing negative effects of menopause. Information about the University's Staff Disability Advisor, is at https://edu.admin.ox.ac.uk/support-for-disabled-staff The Staff Disability Advisor can be contacted at staffdisability@admin.ox.ac.uk

The University of Oxford Newcomers' Club

The University of Oxford Newcomers' Club is run by volunteers that aims to assist the partners of new staff settle into Oxford, and provides them with an opportunity to meet people and make connections in the local area. See www.newcomers.ox.ac.uk.

Research staff

The Researcher Hub supports all researchers on fixed-term contracts. They aim to help you settle in comfortably, make connections, grow as a person, extend your research expertise and approach your next career step with confidence. Find out more https://www.ox.ac.uk/research/support/researcher-hub/about