MANCHESTER 1824
The University of Manchester

Job Description

Job Title

CLINICAL LECTURER / CLINICAL SENIOR LECTURER (non-consultant) (Teaching and Scholarship / Teaching and Research)

Grade	ACT5D/ACT6 (£48,309-£103,587)
Department	FACULTY OF BIOLOGY, MEDICINE & HEALTH SCHOOL OF MEDICAL SCIENCES DIVISION OF DENTISTRY

Overall Purpose

We wish to appoint an enthusiastic and experienced clinician to join the Division to provide teaching on the BDS and BSc Dental Hygiene and Therapy programmes. The successful candidate(s) will also act as academic lead for an aspect of the undergraduate programme; for example, assessment, clinical progression, clinical skills training, or a BDS academic year group.

The post holder will also be expected to contribute to an established, active teaching programme in undergraduate dentistry.

About the Team

Dentistry is staffed by 35 full-time equivalent HEFCE funded staff. Dentistry has a modern and functional management structure, with the following people being responsible for the future development as a top-class institution.

Head of Division	Professor Peter Thomson
Deputy Head of Division	Professor Siobhan Barry
Director of Research	Professor Michael Dixon
Director of Undergraduate Medical and Dental Studies	Professor Margaret Kingston
BDS Programme Lead	Dr Sheva Grizelj
Director of Postgraduate Education	Professor Reza Vahid Roudsari
Director of Business Engagement	Dr Neil Patel
Director of Advanced Dental Education Centre	Dr Matthew Byrne
Lead for Joint International Programmes	Dr Neil Patel

Dentistry has no departments, allowing a unified and team-oriented approach to the running of the Division.

Research
The Research Excellence Framework 2021 (REF 2021) saw the Division of Dentistry (evaluated in Unit of Assessment 3: Allied Health Professions, Dentistry, Nursing and Pharmacy), placed 2nd nationally for grade point average (a measure of quality of research). Overall, 96% of our research was assessed as 4* or 3* (100% 4* for our research environment, 96% 4*/3* for research outputs, and 95% 4*/3* for research impact). The full results can be seen here.

MANCHESTER 1824
The University of Manchester

Job Description

Dentistry has two principal themes, basic dental science and applied health research.
Our researchers in the **basic sciences** theme aim to improve craniofacial health by adding to the understanding of the mechanisms underlying health and disease, and by developing and improving health technologies and biomaterials. The main research groups that operate within this theme are:

Biomaterials and biomechanics - our internationally recognised research group conducts high-level research at the clinical/basic science interface. We examine many biomaterials for operative dentistry, prosthodontics, implantology, endodontics, orthodontics, oral surgery, plus research on orthopaedic materials.

Our research is focused on the characterisation of the existing biomaterials and the development of new ones, with special interest in polymers, composites and ceramics. We perform laboratory tests that simulate the oral environment aiming to predict the clinical behaviour of the biomaterials.

New technologies applied in digital dentistry, such as scanners, CAD/CAM subtractive and additive (3D printing) systems, are investigated in our laboratory and clinical settings. Research projects on artificial intelligence in dentistry are ongoing.

Craniofacial genetics and development - craniofacial anomalies are among the most common and distressing congenital malformations affecting humans. Research in our laboratories uses systems-level approaches to delineate gene regulatory networks underlying development of the lip and palate and dissect how their modification is related to the pathogenesis of cleft lip and palate.

Research is also developed using the latest genomics technologies to decipher the transcriptional networks that guide neural crest cells cell into forming diverse anatomical structures such as the face, the ear and the heart and shape the countless anatomical features of vertebrates.

Our **Applied Health Sciences** researchers work collaboratively across a broad range of research areas with the aim of improving oral health and with a strong focus on reducing oral health inequalities. We are experienced in carrying out oral health research across the life course (including the general public, children, those living with disabilities and older adults).

We develop oral health research in the *Colgate-Palmolive Dental Health Unit*, a 50-year successful partnership between The University of Manchester and industry. The unit has contributed to major scientific advances in dental health and continues to undertake world-leading research.

Within the Division, our research in *Dental Public Health and Primary Care* has utilised a range of methodological approaches including randomised clinical trials, observational studies, working with routinely collected data and conducting evidence synthesis to address priority questions.

Given the high rates of inappropriate antibiotic prescribing by primary care dentists around the world, our researchers are developing and evaluating evidence-based dental antibiotic stewardship interventions, underpinned by behavioural science. In addition to clinical primary care research, our researchers are also undertaking NIHR funded work to develop ways to improve how primary care dental teams engage in research.

With individual behaviours key for the development and progression of many dental diseases, our researchers are looking into ways of incorporating *Behavioural Science* into oral health. Areas they are

researching include the development of behaviour change interventions, use of behavioural insights to understand oral health behaviours and finally, exploring the role of digital technologies in supporting long-lasting changes and achieving better oral health outcomes.

Our research within *Health Service Delivery* focuses on improving the quality and timing of oral care. Our applied health research includes the evaluation of *Digital Health Technologies* with the aim of improving oral health services.

We are world-leading in our *Evidence Synthesis* research and host Cochrane Oral Health. Our evidence syntheses cover a wide range of oral health topics seeking to elucidate the evidence for clinical practice and patient care. We work closely with international stakeholders to ensure our evidence addresses the needs of health care providers, the public and policy makers. Our evidence has been used to inform national and international clinical practice guidelines resulting in substantial real-world impact.

Teaching
We attract the highest calibre students to our outward-looking and modern BDS programme. The focus is upon enquiry-based learning and integrated clinical teaching within the community. Students are encouraged to use an evidence-based approach to decision making. Importantly, the programme is linked to the UK's first degree programme for Professions Complementary to Dentistry (BSc Oral Health Science/Dental Hygiene and Therapy). Our curriculum emphasizes integration, enquiry-based learning, small group teaching, team working and early patient contact. We are constantly improving and enriching our curriculum with our focus being on professional capabilities align with modern technology and the needs of the society.

We also provide teaching and learning for postgraduate programmes (MSc, PG Dip and PG Cert). There are also a number of research students (MPhil and PhD) whose programmes include taught elements. We have a four-year Clinical PhD programme that offers clinical experience alongside research training.

An exciting and innovative aspect of our Division is the provision of our clinical MSc programmes. These are run over a 1-3 period to allow sufficient time for additional clinical training experience around the MSc producing a full-time training programme. This model has been in place for many years and we now offer these programmes in the following dental specialties:

- Endodontics
- Fixed and Removable Prosthodontics
- Oral and Maxillofacial Surgery
- Orthodontics
- Paediatric Dentistry
Periodontology

Key Accountabilities

The specific responsibilities of the person appointed will be agreed in consultation with the Head of Division, but will include:

CLINICAL LECTURER:

MANCHESTER 1824
The University of Manchester

Job Description

Teaching/Scholarship

- Contribute to teaching related activities associated with the undergraduate BDS and BSc programmes.
- Contribute to the examination and assessment process and review of students' performance and progression, both internally and externally.
- Contribute to the quality assurance process for the undergraduate examinations and assessments process.
- Contribute to the coordination of quality assurance and enhancement activities and preparations for review by external agencies, as required.
- Promote excellence in learning and teaching and directly teach and mentor undergraduate and postgraduate students for the university including supervision of undergraduate/postgraduate dissertations.
- Contribute to academic leadership and innovation in learning and teaching.
- Be willing to act as an academic advisor to undergraduate and/or postgraduate students.
- Embed research in both clinical and teaching practice.
- Participate in curriculum and course development.
- Design and deliver teaching material via a range of modalities (e.g. online, lectures, tutorials, personal supervision.
- Supervise BDS and BSc DH&T students on the pre-clinical and/or clinical environment.
- Contribute to admissions, student support and progression including setting, marking and assessing work, engaging in examinations and interviews, and providing feedback to students both verbally and in writing.
- Provide academic leadership to promote teaching excellence by identifying areas where current teaching provision requires revision or improvement, and in turn innovate, plan and develop new materials thereby enhancing the teaching quality.

Management/Administration

Administrative responsibilities as allocated by the Head of Dentistry. Typical duties for CL are likely to include the following:

- Membership of School and University committees as appropriate.
- Leadership for teaching at a Unit or Programme level.
- Participate in recruitment and selection activities – at undergraduate and postgraduate levels.
- Liaise with external bodies to ensure positive working relations.
- Undertake such other duties as may be required, and these will include Division Leadership roles, as appropriate.

Clinical component

- Provide clinical supervision and teaching in Clinical Dentistry within the Dental Hospital and associated outreach or clinical settings.
- Ensure delivery of safe, high-quality patient care in line with GDC standards while supporting student development.
- Contribute to clinical service delivery in partnership with NHS organisations where applicable.
- Maintain clinical competence and professional standards in Clinical Dentistry.
- Complete all mandatory clinical training and maintain compliance
- This post does not carry an Honorary Consultant contract with the NHS.
- This post does not offer a National Training Number (NTN).
- This post does not offer clinical facilities to treat a list of patients.

Personal Development

- Demonstrate a commitment to continuing Personal/Professional Development, including engaging with the annual P&DR process as both reviewer and reviewee, and attending appropriate training and development modules.
- Demonstrate an ability to observe and define priorities and timetables to achieve strategic and operational objectives, in turn successfully balancing the pressures of teaching, research and administrative demands and competing deadlines.
- Develop a longer-term teaching strategy that will allow continued development as an aspirational academic.
- Undertake CPD according to General Dental Council requirements.
- Engage fully with the MFT Trust and University mandatory training where appropriate.

CLINICAL SENIOR LECTURER:

Teaching/Scholarship

- Deliver high-quality teaching, clinical supervision, and assessment within Clinical Dentistry, including integrated clinical care across undergraduate programmes and, where appropriate, postgraduate programmes, including lectures, small group teaching, and clinical supervision.
- Provide academic leadership in the design, delivery, and evaluation of teaching materials, including lectures, small group teaching, clinical handbooks, and digital learning resources.
- Lead the curriculum development and mapping to ensure alignment with GDC learning outcomes and programme-level Intended Learning Outcomes.
- Lead on examinations, assessment design, blueprinting, standard setting, moderation, and progression decisions across clinical years.
- Promote excellence in teaching through evidence-based educational practice, reflective teaching, and engagement with contemporary pedagogic approaches.
- Supervise undergraduate and, where appropriate, postgraduate student projects and support student research activity where appropriate.
- Provide mentorship and support to junior clinical teaching staff and contribute to developing teaching capability within the Division.
- Act as an academic advisor to undergraduate and/or postgraduate students where required.
- Embed research-informed practice within both clinical teaching and educational delivery.
- Ensure teaching delivery remains contemporary, evidence-based, and aligned with best practice in dental education.
- Supervise undergraduate and postgraduate student projects where appropriate.
- Contribute to scholarship in dental education through innovation, evaluation, and dissemination where appropriate.
- Lead on initiatives to enhance student experience, engagement, and satisfaction across the BDS and BSc programmes.
- Lead on quality assurance and enhancement processes, including preparation for internal and external reviews.
- Engage with student feedback mechanisms and lead/contribute to continuous improvement of teaching and learning environments.
- Promote professionalism, inclusion, and a supportive learning culture within clinical and academic settings.
- Support preparation for external reviews (e.g. GDC, University, and other regulatory bodies), ensuring compliance with required standards.

Management and Leadership

Administrative responsibilities as allocated by the Head of Dentistry. Typical duties for CSL are likely to include the following:

- Provide senior leadership in curriculum development and educational transformation within the Division.
- Membership of Divisional, School, and Faculty committees as appropriate, related to teaching, assessment, and quality assurance.
- Contribute to student recruitment, admissions processes, and selection activities where required.
- Engage with external stakeholders, including NHS partners and professional bodies, to support delivery of high-quality education.
- Contribute to internal and, where appropriate, external examining activities.
- Undertake such other duties as may be required, and these will include Division Leadership roles, as appropriate.

Clinical Component

- Provide senior clinical educational leadership within the specialist area, supporting consistency and quality in clinical supervision and contributing to the development of clinical teaching practice across the Division.
- Ensure delivery of safe, high-quality patient care in line with GDC standards while supporting student development.
- Contribute to senior clinical service delivery in partnership with NHS organisations where applicable.
- Maintain clinical competence and professional standards in Clinical Dentistry.
- Complete all mandatory clinical training and maintain compliance
- This post does not carry an Honorary Consultant contract with the NHS.
- This post does not offer a National Training Number (NTN).
- This post does not offer clinical facilities to treat a list of patients.

Personal Development

- Demonstrate a commitment to continuing Personal/Professional Development, including engaging with the annual P&DR process as both reviewer and reviewee, and attending appropriate training and development modules.
- Demonstrate an ability to observe and define priorities and timetables to achieve strategic and operational objectives, in turn successfully balancing the pressures of teaching, research and administrative demands and competing deadlines.
- Develop a longer-term teaching strategy that will allow continued development as an aspirational academic.
- Undertake CPD according to General Dental Council requirements.
- Engage fully with the MFT Trust and University mandatory training where appropriate.
- Participate in Faculty and University development programmes, including leadership and teaching development initiatives.
- Develop a long-term academic profile in teaching and scholarship, aligned with progression towards future academic leadership roles.
- Lead on a culture of continuous improvement and professional development within the Division.

Person Specification

Essential Skills, Knowledge and Experience

- Dental degree (BDS or equivalent)
- Registered with the GDC
- Evidence of clinical experience in speciality – at a level appropriate for post
- Evidence of teaching activities commensurate with the level of post
- Excellent interpersonal and communication skills evidenced by previous collaborative work in either research and/or teaching
- Demonstration of commitment to an academic career in teaching and research
- Evidence of leadership commensurate with the level of post
- A recognised profile of personal achievement in teaching, scholarship and professional engagement
- Ability to critically appraise evidence in dental health and dental interventions, programmes and services.
- Experience in initiating and completing teaching initiatives relating to specialist dentistry and patient care
- Good level of knowledge and understanding of the dental environment nationally and internationally.
- Strategic leadership and management skills.
- High level communication and interpersonal skills.
- A strong commitment to promoting and contributing to excellence in teaching.

Desirable Skills, Knowledge and Experience

- Teaching qualification (FHEA, SFHEA)
- Membership of national or international research organisations
- Publication record in appropriate peer reviewed journals commensurate with post being sought
- Registered or eligible to be on the specialist list for specialty or mono-specialty or within 6 months of eligibility for inclusion
- Be clinically active for at least 0.2 FTE at a CQC-registered clinical facility
- Evidence of contribution to inform guideline development/policy decisions relating to specialty area.
- Currently involved in a leadership position in UG Teaching (BDS/BSc Oral Hygiene and Therapy)
- Ability to work effectively across complex organisational structures
- Presentation of work at national or international forums
- Evidence of effective working relationships with clinicians, health scientists, commissioners, and other stakeholders at a high level to bring about change.

MANCHESTER 1824
The University of Manchester

Job Description

Additional requirements for appointment to Clinical Senior Lecturer

Essential Skills, Knowledge and Experience

- Registered specialist
- Evidence of senior level clinical supervision (trainees/students) teaching experience
- Evidence of senior level teaching experience in appropriate speciality.
- Track record of leadership
- Teaching experience presentation of work at national or international forums
- Evidence of effective working relationships with clinicians, health scientists, commissioners, and other stakeholders at a high level to bring about change.
- Strong operational management and delivery focus.

Desirable Skills, Knowledge and Experience

- Evidence of research activities allied to Dentistry (Clinical Senior Lecturer)
- Higher degree (PhD/DClin Dent/MClin Dent or equivalent) in a relevant subject
- Experience of successfully supervising undergraduate and postgraduate students
- Strong operational management and delivery focus.
- Evidence of leadership in teaching in speciality.
- Evidence of developing and/or leading academic clinical programmes in Dentistry
- Evidence of undertaking senior leadership roles in academia
- Evidence of curriculum development in speciality area
- A recognised profile of personal achievement in teaching, scholarship and professional engagement
- A strong track record of high-quality publications in appropriate peer reviewed journals with 3*/4* publications as defined by the UoM.
- Good level of knowledge and understanding of the dental environment nationally and internationally.
- An understanding of the processes involved in policy & strategy development & implementation.

Key Behaviours

The following standard statements should be included in all JDs and should not be amended.

One University: A 'One University' approach, whereby we break down silos and work collaboratively towards furthering the University's strategic goals, vision and values.

MANCHESTER 1824
The University of Manchester

Job Description

Freedom of Speech and Academic Freedom: Support the University's commitment to securing and actively promoting the importance of free speech and academic freedom within our community.

Service Excellence: Committed to prioritising service excellence and high performance to deliver great people-centred experiences.

Agility: Demonstrate a commitment to agility and continuous improvement by embracing change, championing innovation, and being flexible and forward thinking to adapt.

Sustainability: A sustainable approach that safeguards the University of the future by championing environmental practices, advancing digital capability, and supporting financial stability and philanthropic initiatives.

Inclusion: Support the University's ambition to create an inclusive place to work where every person matters, demonstrating a commitment to non-discriminatory conduct and respect for others, and fostering a University where people feel deeply connected to each other, to Manchester, and to the wider world.

Social Responsibility: Promote and champion the University's social responsibility ambitions to advance social inclusion, prosperous communities, better health, and cultural engagement.

Only include the following behaviour statement in roles that include line management or people leadership responsibility

People Leadership: Demonstrates effective leadership by empowering, motivating, and developing teams to achieve high performance. Builds a collaborative and inclusive work environment and provides clear direction, support, and feedback.