

Job Description

NIHR Academic Clinical Fellowship

Trauma & Orthopaedics (CI Education) ST1

The University of Sheffield, in partnership with Health Education England Yorkshire and the Humber and the Sheffield Teaching Hospitals NHS Trust, has developed an exciting pathway of academic clinical training opportunities.

Applications are now invited for an Academic Clinical Fellowship in T&O Medical Education at ST1 level. This new post has been created as part of the NHS England (NHSE)/National Institution for Health Research (NIHR) programme of Integrated Academic Training and offers candidates a comprehensive experience of clinical academic medicine working alongside internationally renowned clinicians, researchers.

We are seeking highly motivated, enthusiastic individuals with the potential to excel in both their clinical and academic training and who have the ambition to be part of the next generation of academic clinicians.

This Academic Clinical Fellowship (ACF) programme in Trauma & Orthopaedic Surgery will be run by the University of Sheffield, the Sheffield Teaching Hospitals NHS Trust and NHS England North East and Yorkshire.

Academic Clinical Fellowships (ACFs) are 3-year fixed-term national training posts. They attract an NTN(A) and trainees undertake 75% clinical and 25% academic training over the term of the post. They are employed by the NHS Trust and have an honorary contract with the University at whose Medical School their academic research is supported.

ACF trainees also undertake a Research Training Programme provided by the University for which funding is provided by NIHR. They also are eligible for a £1,000 bursary per year to support research training activity (e.g. to attend academic conferences).

The Clinical Academic Programme at Sheffield has recently introduced a competitive ACF pump-priming award. Trainees can apply for up to £2000 for initial costs for work aimed at achieving a research fellowship.

ACF trainees would also normally complete and submit an external funding application for a research fellowship to enable them to complete a higher degree (PhD or research MD)

following the completion of their ACF fixed-term post, which would be completed as Out-of-Programme-Research (OOPR).

All Academic Clinical Fellowships are run-through posts, regardless of specialty. A trainee entering ACF at ST1 in a specialty with a Core Training period would therefore be guaranteed continued training to CCT in the eventual specialty, as long as they progress satisfactorily through both their academic and clinical training. Run-through status is withdrawn if ACFs do not complete the academic component.

POST DETAILS

Job Title

NIHR Academic Clinical Fellow (ACF) – Trauma and Orthopaedic Surgery
(Medical Education)

Duration of the Post

Up to 3 years (25% academic, 75% clinical).

Lead NHS Hospital/Trust in which training will take place

Sheffield Teaching Hospitals NHS Trust. The trust was created through the merger of the Central Sheffield University Hospitals and the Northern General NHS Trusts on 1st April 2001. Sheffield Teaching Hospitals is the fourth-largest trust in the country. It was granted Foundation status in 2004. The trust is responsible for the planning and delivery of the highest quality patient care, providing services to patients from Sheffield and the wider South Yorkshire and North Derbyshire regions. The trust treats around one million patients each year. The trust is developing new research and education strategies to ensure the continued delivery of the highest quality outcomes in research and training.

There is significant academic expertise within the department of Trauma and Orthopaedics, with Professor Ashley Blom, Professor Mark Wilkinson and Mr Ashley Cole all holding NIHR grants and leading on T&O research. Professor Wilkinson has hosted a number of previous ACFs, several of whom have gone on to do PhDs. One of the previous ACFs (Mr Rav Jayasruiya) is currently completing his PhD on work done as part of the NIHR BASIS study.

Research institution in which training will take place

The School of Medicine and Population Health

One of the three Schools in the Faculty of Health at The University of Sheffield, The School of Medicine and Population Health has hosted Academic Clinical Fellowships in over 35 specialties. In previous years all those appointed as Academic clinical fellows have gone onto undertake doctoral training to successful completion.

The school has a track record of NIHR support for ACFs and ACLs with good career progression in interdisciplinary health service research teams. Furthermore, there is rich experience of innovative interdisciplinary training in NIHR priority themes such as in Older Adults with Complex Care and Dementia for ACFs; and ACLs in Oncology, GP and Surgery. The faculty boasts a number of flagship institutes such as Neuroscience and Healthy lifespan and you will benefit from the multidisciplinary research teams who are working on projects of international importance such as improving understanding of developmental neurological disorders, the global epidemic of multi-morbidity and frailty with a mission to prevent or delay multi-morbidity.

The clinical academic training programme at Sheffield has introduced an ACF pump-priming scheme. Trainees can apply for up to £2000 to fund work directly related to research aimed at a fellowship application.

Clinical Education Research

Clinical academic training is provided at all levels of medical career progression at Sheffield:

- Medical student SSC modules alongside established projects
- One-year intercalated BMedSci degrees
- 4-month foundation year 2 attachments
- Three-year academic clinical fellow posts
- Full-time MD/PhD research fellowships
- Four-year clinical lecturer posts

CONTACTS

Academic Lead (University) for the IAT Programme

Professor Janet Brown

Academic Supervisor for Medical Education

Professor Pirashanthie Vivekananda-Schmidt

Professor Lynda Wild

Academic Supervisor (University) for Trauma & Orthopaedics ACF Programme

Mr James Tomlinson

Deanery Training Programme Director (CST) Details

Miss Emma Collins

Deanery Training Programme Director (HST) Details

Mr Paul Harwood

Wider research team

Professor Amy Grove

Professor of Health Technology Assessment and Implementation Science and NIHR Advanced Fellow at WMS, University Hospitals Coventry, and Warwickshire.

Mr. Raveen Jayasuriya

Specialist Registrar and Academic Clinical Fellow in Trauma & Orthopaedics, Sheffield Teaching Hospitals

Dr. Helen Church

Clinical Assistant Professor, Faculty of Medicine & Health Sciences, University of Nottingham

Dr. Arabella Scantlebury (Assistant professor)

Clinical Assistant Professor and Applied Health Services Researcher, Health Sciences, University of York

Sheffield Teaching Hospitals NHS Foundation Trust

Sheffield Teaching Hospitals NHS Foundation Trust, which incorporates the Northern General Hospital, the Royal Hallamshire Hospital, the Jessop Wing, Weston Park Hospital and Charles Clifford Dental Hospital, is now the fourth largest NHS Trust in the country. It was granted Foundation Status in 2004. As a Trust, Sheffield Teaching Hospitals NHS Foundation trust is responsible for the planning and delivery of the highest quality patient care, providing services for patients not only from Sheffield but all parts of the North Trent region and UK. Nearly one million patients come to us for treatment each year. Further details are included in the attached document.

Post Details

JOB TITLE: NIHR Academic Clinical Fellowship in Trauma & Orthopaedics (Medical Education)

BRIEF OUTLINE:

The clinical programme is designed to provide training from ST1 level for 3 years. Further details of the Specialist Registrar rotation for South Yorkshire are provided in the attached document.

Objectives of the Training Programme

1. To obtain core competencies in Trauma & Orthopaedics at ST1, ST2 and ST3 levels.

2. To undertake a generic programme in research methods as applied to Clinical Education Research.
3. To identify an area of academic and clinical interest upon which to base an application for an externally funded PhD programme in Clinical Education Research.

Research Protected Time:

The theme of this post is the NIHR theme of "Clinical Education Research" and the successful candidate will be expected to conduct research aligning with Clinical education in T&O surgery.

Applications are now invited for an Academic Clinical Fellowship in Trauma & Orthopaedics at ST1 (CT1) level. The successful candidate will rotate through the standard Trauma & Orthopaedics programme but will spend the equivalent of up to 9 months obtaining research experience and preparing preliminary data upon which to base a PhD Clinical Research Fellowship application. The protected research time will be taken as dedicated research blocks during the core training rotation.

The successful candidate must have experience in clinical education research and understanding of qualitative methodologies. The candidate will be expected to work with academic supervisors exploring Imposter Phenomenon in Orthopaedics, further developing a project to investigate its prevalence and impact on surgical training outcomes and identify potential interventions (see details below).

Successful candidates:

The exit from this post will typically be to an externally funded research fellowship, leading to award of a PhD and subsequently application either for a Clinical Lecturer post or a Clinician Scientist Fellowship.

Unsuccessful candidates:

If the post-holder does not achieve the expected clinical competencies, this will be handled in the same way as for all other trainees in the speciality.

If the post-holder fails to achieve academic competencies, or is unsuccessful in obtaining research funding, they would be anticipated to return to a clinical training post. This will be discussed in good time with the Training Programme Director (TPD) through the system for appraisal and mentoring of academic trainees. Whilst no guarantee of an appropriate post is possible, every effort will be made to accommodate such individuals within the local training schemes.

REPORT TO:

Mr James Tomlinson and Professor Vivekananda-Schmidt

MAIN ACTIVITIES & RESPONSIBILITIES:

Academic Clinical Fellowship Training Programme: Clinical Component

Trauma & Orthopaedics Training Programme

Sheffield's Trauma & Orthopaedics training programme is well established, highly regarded and located in a compact geographical area in the centre of the UK. All facets of Trauma & Orthopaedics training are available locally at every stage of the programme. Core surgical training prepares trainees for higher specialist training. This three-year programme follows the [ISCP curriculum](#), which includes generic skills applicable to all surgeons and prepares trainees for higher surgical training in Trauma & Orthopaedics. The programme provides a year within T & O and 2 other affiliated specialties. Over the three-year training programme, the ACF will gain exposure to all areas of surgery required to pass the MRCS exam and is themed towards Trauma & Orthopaedics. He/she will be expected to acquire appropriate surgical skills in both the elective and emergency settings and in line with their non-academic contemporaries. The Northern General Hospital is a level-1 trauma centre. The ACF should have completed the MRCS examination by the end of the training programme.

To continue the run-through training provided by this ACF post to T&O training at "ST3 / SpR1" level after the 3-year ACF, he/she will need to have completed the following

1. ARCP 1 at last assessment
2. MRCS passed all parts
3. Minimum of 12 months T&O experience
4. Assessments during ACF training
 - a. 8 X CBD's
 - b. 8 X mini-CEX's
 - c. 8 X DOPS
 - d. 2 X mini-PATS
5. Specific Procedures that must be performed (to level 3 PBA or above)
 - a. DHS
 - b. Hemiarthroplasty
 - c. Bimalleolar Ankle fixation
6. Royal College of Surgeons Courses: Basic Surgical Skills, ATLS, and CCrISP

On-Call/Emergency Duties

The trainee will join the on-call cover rota appropriate to the level of appointment, except for the period of dedicated research time. The appointee will be expected to provide prospective cover for the annual and study leave of colleagues.

Irrespective of his/her place of residence it is the responsibility of the appointee to ensure that when on-call he/she will be available to meet his/her clinical commitments.

Study and Training

The Deanery is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by the Postgraduate Dean's Network. At the local level, college/specialty tutors work with the Unit Director of Postgraduate Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend counselling sessions/professional review. Study leave will form part of these education programmes and will be arranged in conjunction with the appropriate tutor. Study leave is granted in accordance with Deanery policy, which includes deanery

funding for BSS, ATLS and CCrISP Royal College of Surgeons courses, and are subject to the maintenance of the service.

Relationship between Academic and Clinical Training

Trauma & Orthopaedics training takes place at the Royal Hallamshire Hospital (RHH), Northern General Hospital (NGH) and Sheffield Children's Hospital (SCH). Research activities will be based within Mr Tomlinson's research group. Protected research time will be delivered on a 9-month research block basis, either as a single 9-month block or divided over the 3 years of core Trauma & Orthopaedics training. The culmination of this activity will be the preparation of a successful doctoral grant proposal. The ACF will have regular supervision meetings with their clinical academic supervisor.

The ACF candidate would undertake a project exploring the imposter phenomenon. This project also presents an opportunity to address broader issues related to leadership, diversity, and workforce development in the surgical field. Other projects are available and can be discussed.

The Impostor Phenomenon (IP) is characterized by persistent self-doubt and a fear of being exposed as a "fraud," despite evident success and competence. This phenomenon, originally identified by Dr. Pauline Clance and Dr. Suzanne Imes, is particularly prevalent in high-achieving professions, including healthcare, where the stakes are high and the pressure to perform is immense.

Prevalence and Impact in Healthcare

In the context of healthcare, IP has been observed widely among professionals, including surgeons. The pressures of surgical practice, combined with the high expectations and critical nature of the work, make surgeons especially susceptible to these feelings. The potential impact of Impostor Phenomenon within the healthcare sector is indeed concerning, particularly in its effect on leadership and diversity. IP can undermine leadership development by eroding the confidence of those who experience it, preventing them from stepping into leadership roles or effectively managing teams. This can negatively affect patient care, obstruct individuals from pursuing leadership roles and further challenge their career progression and professional identity within local and national organizations. Hence, there is a growing need to understand the context and impact of IP within T&O surgery.

Importance of Mapping Impostor Phenomenon in T&O Surgeons

Given the critical role of surgeons in patient outcomes, understanding the prevalence and impact of IP among T&O surgeons is essential. Mapping IP in this group could reveal how these feelings affect surgical outcomes, teamwork, and professional development. Furthermore, identifying IP in T&O surgeons could lead to the development of targeted interventions to enhance resilience, improve job satisfaction, and ultimately, patient care.

Revising the Clance Impostor Phenomenon Scale

The Clance Impostor Phenomenon Scale (CIPS) is a widely used tool for assessing and mapping IP. However, in the context of T&O surgery, there may be merit in revising the scale to better reflect the unique challenges and pressures of the surgical field. This is because the current literature identifies particular challenges in using this scale within surgery but does not provide a better alternative.

Potential Areas for Revision

1. **Contextual Adaptation:** The CIPS could be adapted to include items that specifically address the unique pressures of surgical practice, such as decision-making under pressure, interactions with colleagues, and the impact of IP on surgical performance.
2. **Cultural Sensitivity:** Revising the CIPS to capture culturally specific manifestations of IP could make the scale more relevant and accurate for surgeons from diverse backgrounds.
1. **Behavioural Outcome Linkage:** Including items that assess the behavioural outcomes of IP, such as its impact on willingness to take on complex cases or pursue leadership roles, could provide more actionable insights.
2. **Simplification and Efficiency:** A shorter, more focused version of the CIPS could improve response rates among busy surgeons, while still providing valuable insights.

Integrating Leadership, Diversity, and Workforce Development

While exploring IP, this project also presents an opportunity to address broader issues related to leadership, diversity, and workforce development in the surgical field.

1. **Leadership Development:** Understanding how IP affects surgeons' confidence in taking on leadership roles could inform strategies to develop stronger, more resilient leaders in the field. By addressing IP, we can help surgeons feel more empowered to take on leadership positions, thereby strengthening the overall leadership within the surgical workforce.
2. **Diversity and Inclusion:** The intersection of IP with gender, ethnicity, and other aspects of diversity is a critical area of exploration. This project could improve insight into how IP disproportionately affects underrepresented groups in surgery and inform strategies to foster a more inclusive and supportive environment. Ensuring that diverse voices are represented and supported in surgical practice can contribute to a more equitable and effective healthcare system.
3. **Workforce Development:** Addressing IP as part of workforce development efforts can lead to a more confident, competent, and cohesive surgical workforce. By providing support and resources to surgeons struggling with IP, we can enhance their professional development and improve their overall job satisfaction, leading to better retention and performance in the field.

Teaching

The postholder will contribute to the undergraduate and postgraduate teaching programmes of the School and will also be involved with the assessment of students and have personal mentoring responsibilities for a small group of students on the MBChB programme.

Clinical Duties

See above information on training programme.

Accommodation and support for the post

Office space will be made available within the Academic Unit.

INFORMAL ENQUIRIES:

Academic leads:

Mr Tomlinson: jamesomlinson1@nhs.net

Professor Vivekananda-Schmidt: p.vivekananda-schmidt@sheffield.ac.uk

Further Information

For more information on Sheffield see <https://www.sheffield.ac.uk/faculty/medicine-dentistry-health/graduateschool/clinical-academic/acf/acf-vacancies>

Because of the nature of the work for which you are applying, this post is exempted from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

Applicants are therefore, not entitled to withhold information about convictions, which for other purposes are “spent” under the provisions of the Act, and in the event of employment any failure to disclose such convictions could result in dismissal or disciplinary action by the University. Any information given will be strictly confidential and will be considered only in relation to an application for positions to which the Order applies.

For further information about the Academic Clinical Fellowship programme, please refer to the NIHR (National Institute for Health Research) Integrated Academic Training (IAT) page on <https://www.nihr.ac.uk/explore-nihr/academy-programmes/integrated-academic-training.htm#one>