

Professorship of Old Age Psychiatry

in association
with Linacre College



UNIVERSITY OF
OXFORD



MCLEAN
Partnership

Contents

Overview of the post.....	3
The Department of Psychiatry.....	5
The Medical Sciences Division.....	8
Oxford Health NHS Foundation Trust.....	9
NIHR Oxford Health Biomedical Research Centre.....	12
Linacre College.....	13
The University of Oxford.....	15
Professorship of Old Age Psychiatry.....	17
Duties of the post	
Selection criteria	
How to apply.....	21
University Benefits, Terms and Conditions.....	22
Annexe A	24



Overview of the post

The Department of Psychiatry and Linacre College intend to appoint to the Professorship of Old Age Psychiatry with effect from 1st April 2026 or as soon as possible thereafter. The Professorship of Old Age Psychiatry is a senior clinical academic post in the Department of Psychiatry, supported by endowment funds. The previous post holder was Professor Klaus Ebmeier.

This post provides an exciting opportunity to develop and sustain a large-scale research programme, supported by the world-leading clinical research infrastructure in Oxford. The University is at the forefront of research into mental health in older adults, conducting pioneering studies on cognitive decline, dementia, depression, and other conditions. We work alongside hospitals, patients, and industry partners to translate insights into the origins and causes of dementia into effective treatment and prevention. We are conducting clinical trials and using data and machine learning to help find innovative treatments, and our teams have been key to several major recent breakthroughs in dementia research, including the association between shingles vaccination and dementia risk and the impact of wearing hearing aids on cognitive impairment risks.

The primary role of the post is to conduct research. Oxford houses a critical mass of research teams in dementia, spanning from discovery science to translation, underpinned by a well-established broader research and innovation ecosystem that can be further leveraged to catalyse dementia-related research. Health in older adults is an area of major strategic interest to both Oxford's NIHR Biomedical Research Centres and to major research funders in the UK and globally. The scope of your research in old age psychiatry is likely to complement Oxford's significant strengths in translational neuroscience, experimental medicine, therapeutic discovery or data science. Several valuable neurodegeneration cohorts are run through Oxford, providing opportunities for identifying early predictors and feeding into trials. A new partnership, the £30m Oxford-GSK Institute for Molecular and Computational Medicine, brings together academics, clinicians, and industry, to accelerate the development of new treatments for neurodegenerative diseases. The University is working closely with Oxford Health NHS Foundation Trust to redevelop the Warneford Hospital site as a centre for translational neuroscience and clinical care; this context provides you with opportunities to influence research strategy and the future of mental health care for older adults on one of the world's leading clinical academic campuses.

We undertake outstanding research right across the translational spectrum and have the infrastructure to support a wide range of research activities. The post holder will be encouraged to harness the opportunity of the University of Oxford's unparalleled strengths in translation, innovation, and commercialisation of research. [Oxford University Innovation](#) achieved £25.1m revenues, formed 31 new companies (including 6 social enterprises) and managed 4,455 patents and patent applications in 2021. The Department of Psychiatry specifically has supported the development of successful spin-outs such as [Oxford VR](#) and [Akrivia Health](#).

Overview of the post continued

Building capacity and training the next generation of researchers and clinical academics is also an important part of this role. The University of Oxford is the world's best university for medical and health subjects (2025 THE World University Rankings), and we have a higher proportion of medical students entering psychiatry than other medical schools.

This post is a statutory professorship. Statutory professors have a world-leading research reputation and exercise broad academic leadership across their department and college, and more widely in their subject at national and international level. See <https://hr.admin.ox.ac.uk/academic-posts-at-oxford> for a description of the different types of academic posts at Oxford. You will be an Honorary Consultant Psychiatrist in Oxford Health NHS Foundation Trust. You must be medically qualified and clinically active.

The Department of Psychiatry and Linacre College embrace diversity and inclusion in their recruitment campaigns and would welcome applications from candidates currently underrepresented in senior roles in the University, particularly women, candidates of colour and disabled candidates with diverse backgrounds. The University of Oxford actively promotes and supports flexible working across sites. While previous holders of the Chair have generally been employed on a full-time basis, we can offer flexibility in terms of the number of hours worked, the schedule for working them, and the location of work (working from home, compressed hours, flexitime).

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.

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 bronze award at institutional level, and the Department of Psychiatry holds an Athena SWAN silver award. Contact equality@admin.ox.ac.uk for further information about Athena SWAN at the University of Oxford.

The Department of Psychiatry

The Department of Psychiatry sits within the University's Medical Sciences Division. It is based on the Warneford Hospital site in Oxford and has an international reputation for excellence. The Head of Department is Professor Belinda Lennox. The Department has a substantial research programme, with major funding from the Medical Research Council (MRC), the Wellcome Trust and the National Institute for Health Research (NIHR) and provides highly rated medical training in psychiatry. There are approximately 280 staff including 47 principal investigators leading research groups investigating applying a wide range of approaches from translational neuroscience, experimental medicine, epidemiology, clinical trials and health services research to developmental disorders, mood disorders, cognitive disorders and self-harm and suicide.

There are strong links with other departments and institutes both within and outside Oxford: these links ensure that we can apply the best scientific methods to psychiatric and cognitive disorders. The Department has an annual turnover of over £10 million with more than 130 research grants.

In Psychiatry there are seven established chairs: the W.A. Handley Professorship; the Sir John Ritblat Professorship of Mindfulness, held by Professor Willem Kuyken; the Professorship of Child and Adolescent Psychiatry, held by Professor Mina Fazel; the Michael Davys Professorship of Neuroscience, held by Professor Naomi Wray; the Cheryl and Reece Scott Professorship of Psychiatry, held by

Professor Charles Newton; the Paul Foundation Professorship of Developmental Clinical Psychology, held by Professor Cathy Creswell; and the Professorship of Old Age Psychiatry.

These individuals have brought significant research activity of the highest standards to the department and in addition they have played major roles in academic leadership in the departments – including acting sometimes as Deputy Head or Head of Department.



The Department of Psychiatry continued

The Department of Psychiatry is an integral part of the [Oxford Neuroscience community](#) and as such is closely integrated with the wide range of research and 225 research groups – from genetics to systems and clinical neuroscience in the University.

Oxford is rated the top medical school in the world in the latest THES ratings, and Psychiatry is rated by students as being one of the best specialty rotations on the course. Oxford has an excellent track record of encouraging medical students to pursue psychiatry as a career with 8% of graduates entering core training in psychiatry. Oxford has a superb track record of preparation for practice with some of the highest marks in postgraduate exams of any UK medical school.

We teach medical students at all stages of their training and our Year 5 course in Clinical Psychiatry is highly rated by students. We work closely with colleagues across the university and have established collaborations with the Nuffield Department of Clinical Neurosciences, the Nuffield Department

of Women's and Reproductive Health, a number of Humanities faculties, as well as the Ashmolean Museum. In addition, we have continued to build interdisciplinary links with the Nuffield Department of Primary Care Health Sciences in the co-development of a highly rated communication skills course.

We run a highly rated MSc course in Clinical and Therapeutic Neuroscience and members of the Department also contribute to teaching in Biomedical Sciences, Experimental Psychology, and for the MSc in International Health and Tropical Medicine. At postgraduate level we run the Oxford Postgraduate Psychiatry Course, which provides a stimulating and thorough grounding in the basic and clinical sciences relevant to psychiatry and prepares candidates for the MRCPsych examinations. In collaboration with the Oxford University Clinical Academic Graduate School, we support a number of academic foundation doctors and Academic Clinical Fellows.



The Department of Psychiatry continued

You will join a Department that promotes equality of opportunity and an inclusive research culture. We have a very active community with multiple regular research seminars and meetings as well as opportunities to get together more informally, whether that be for birdwatching, singing or yoga, for example. We have a collegiate and collaborative environment where everyone from graduate students to Professors can draw on the experience and support of others. The Department of Psychiatry holds a [Silver Athena Swan](#) award to recognise advancement of gender equality: representation, progression and success for all.



Office accommodation and full University IT support will be provided in the Department of Psychiatry. Administrative assistance will be provided to support academic responsibilities.

For more information please visit: <https://www.psych.ox.ac.uk>

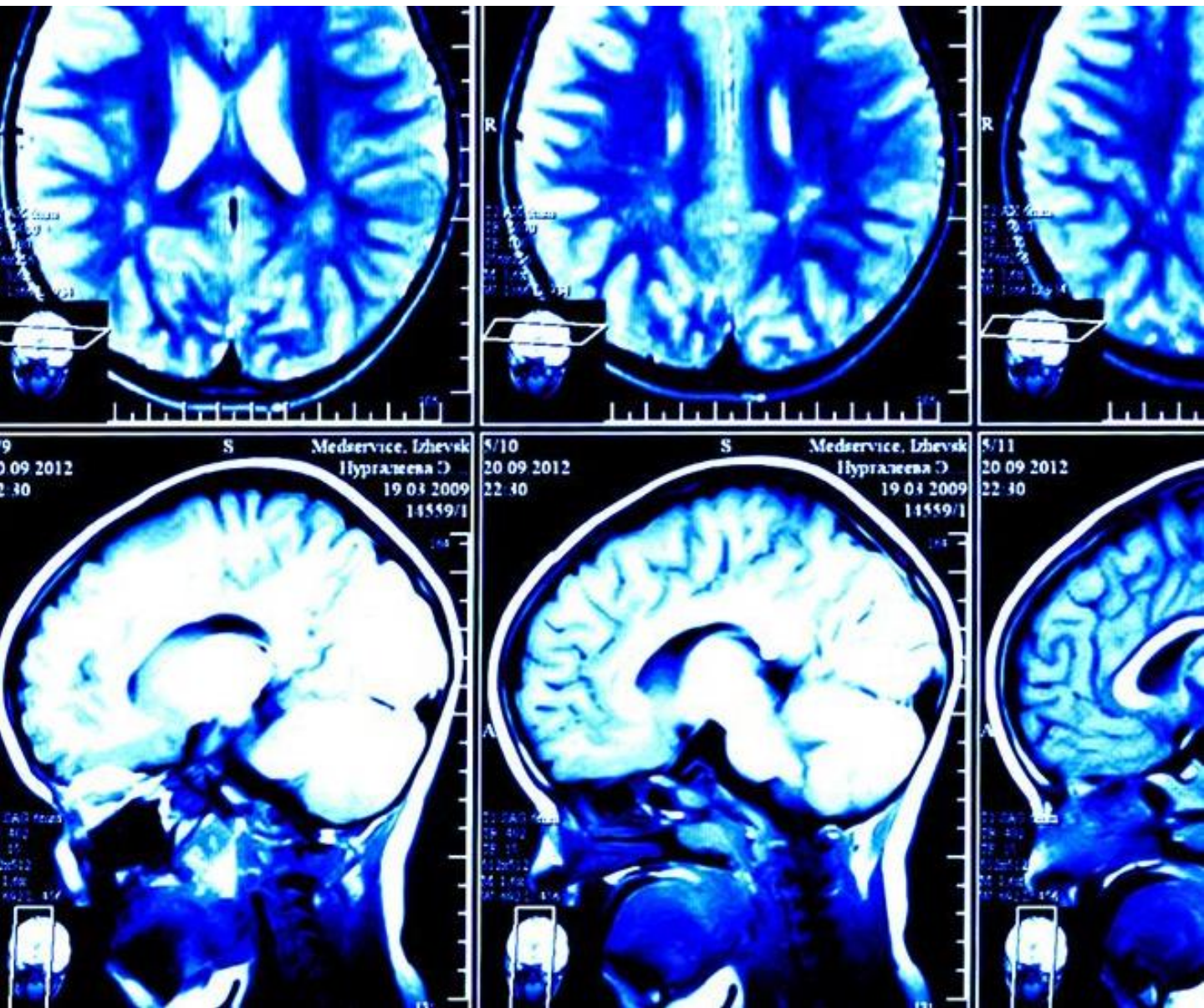


The Medical Sciences Division

The Medical Sciences Division is an internationally recognised centre of excellence for biomedical and clinical research and teaching, and 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: www.medsci.ox.ac.uk.



Oxford Health NHS Foundation Trust

Oxford Health was rated as Good at the last CQC inspection. Oxford Health provides a comprehensive range of mental health services to the populations of Oxfordshire and Buckinghamshire, and a number of Child & Adolescent and specialised services (e.g. Forensic, Eating Disorders) to adjacent counties and beyond. It also provides community services to the people of Oxfordshire. Section 75 agreements are in place with both County Councils, so that social workers are managed within the Trust's multidisciplinary mental health teams. The Trust was created in April 2011 by the Merger of Community Health Oxfordshire CHO and the Oxfordshire and Buckinghamshire Mental Health NHS Foundation Trust.

The Trust's services are now organised and managed on the basis of five directorates: Oxfordshire Bath Swindon Wilshire Mental Health, Oxfordshire Community Health, Buckinghamshire Mental Health, Forensic Mental Health, and Learning Disability.

Medical staff have contributed significantly to service developments, service redesign and efficiency programmes within the Trust, and to the related development of primary care mental health services. An active programme of organisational and service development is well under way, linked to a Quality Improvement Programme. This supports coherent care pathways through primary care, secondary care and, when necessary, specialist clinical services and services provided by other agencies. Consultant psychiatrists are encouraged to contribute to this developmental work.

All consultant psychiatrists, senior clinicians of other professions, and clinical managers will be expected to participate in integrated multidisciplinary leadership development programmes which support multidisciplinary team and inter-agency partnership working.

Oxford Health NHS Foundation Trust is a core partner of the Oxford Academic Health Sciences Centre. Research activity is a top priority for the Trust alongside high quality service provision and education and training. The Trust is one of the most research active communities and mental health Trusts in the UK. The Trust hosts a number of NIHR infrastructures, including a Clinical Research Facility (CRF), an Applied Research Collaboration - Oxford & Thames Valley (ARC), a HealthTech Research Centre (HRC) and Oxford Health Biomedical Research Centre (BRC).

Management Arrangements

The Trust headquarters is at Littlemore Mental Health Centre, Littlemore, Oxford. The Trust's Chief Executive is Dr Grant Macdonald, and Dr Karl Marlowe is Chief Medical Officer.

The Trust's Clinical Directors and senior general managers are invited to a Clinical Leadership Development Programme designed and supported with Green Templeton College.

Mental Health Services in Buckinghamshire and Oxfordshire

The total populations served by the Trust are 480,000 in Buckinghamshire and 630,000 in Oxfordshire. Both counties are regarded as prosperous with relatively low socio-economic deprivation and associated morbidity



Oxford Health NHS Foundation Trust

continued

indices. However, this general picture disguises significant pockets of deprivation and associated psychiatric morbidity in the urban centres of Aylesbury and Wycombe in Buckinghamshire, and of Banbury, Bicester, Didcot and Oxford in Oxfordshire. In each of these urban centres are populations characterised by relative socio-economic deprivation and higher psychiatric morbidity. These include ethnic minority communities and significant numbers of refugees in some settings.

Inpatient psychiatric facilities for Oxfordshire are provided in Oxford City at the Warneford Hospital (three acute adult wards, regional adolescent unit, and specialist adult eating disorders inpatient unit) and the Churchill general hospital site (two wards for older people) in Headington, and at the Littlemore Mental Health Centre (adult acute ward, psychiatric intensive care unit, medium and low secure forensic mental health units) on the southern edge of Oxford City. A further older adult inpatient unit is based in Banbury. Community mental health teams for children and young people, adults, and older people operate from Oxford City and a number of the market towns in Oxfordshire.

Inpatient psychiatric facilities in Buckinghamshire are provided currently in Aylesbury at the new purpose built Whiteleaf Centre (two acute adult wards, a rehabilitation ward, and an older adult ward). In addition, there is a low secure forensic unit in Aylesbury, and a forensic unit at the general hospital site in Milton Keynes (Community teams operate from sites in Aylesbury, Amersham and Wycombe).

The Trust provides community Child and Adolescent Mental Health Services (CAMHS) in Swindon, Wiltshire and Northeast Somerset, and there is an inpatient adolescent unit in Swindon.

Older Adult Community Services

The Older Adult mental health service in Oxfordshire is divided into three community localities, with acute inpatient services at the Cherwell and Sandford Wards at the Fulbrook Centre, Churchill Hospital, Headington. Community services include: assessment and diagnosis; psychological intervention; medication management; memory clinics for the diagnosis of dementia; support, advice and health information; support and education for primary care teams, social and community services, and other statutory, voluntary and private organisations

Oxford Health NHS Foundation Trust

continued

providing care to older people with mental health needs. The Fulbrook Centre acute wards offer assessment and treatment for patients over the age of 65 years with both functional and organic mental illnesses. Younger patients are also admitted where there is a diagnosis of early onset dementia, and on occasions where there is a combination of acute severe mental disorder in combination with complex physical comorbidities which require specialist nursing. Ward teams have expertise in the assessment and management of severe late-life mood disorders and psychoses.

Education and Training

Oxford Health is a teaching Trust with close links to Oxford University, Oxford Brookes University and Bedfordshire University.

Oxford University accredits a prestigious Doctoral programme in Clinical Psychology. Oxford Brookes University and Bedfordshire University host well-established courses in mental health nursing, social work, occupational therapy, and psychotherapy.

Oxford Health, in conjunction with the universities, promotes a wide range of research activities. In addition to the academic and training opportunities afforded by links with the universities, staff of the Oxford University Department of Psychiatry offer specialised assessments and services particularly in the fields of psychopharmacology, schizophrenia and bipolar affective disorder, eating disorders and psychological treatments.

Wellbeing

Oxford Health has a Health and Wellbeing promise in line with the National NHS People Promise. As an organisation we want to embed and enable a culture of support where staff feel valued, can perform to the best of their abilities, and view OHFT as an enjoyable and fulfilling place to work. We want to build health and wellbeing into everyday of our working lives, acknowledging our values of caring, safe and excellent to help all staff achieve a sustainable balance between work, life and family. It is of great importance that we have a happy and healthy workforce, not only because staff are our most valued asset but because there is also a need to bring existing and supportive elements together and develop these further into an integrated and coherent strategy which improves wellbeing. This is important, not only as the right thing to do (required by the NHS Constitution) but also because it can contribute to our productivity and service delivery to our patients. Details of a range of local initiatives/resources can be found here: <https://careers.oxfordhealth.nhs.uk/staff-benefits>.

Support following serious incidents: The Trust has a policy for reporting and learning from Serious Incidents. Supporting the wellbeing of the post holder after serious incidents that involve patients in their care (e.g. homicide or suicide) is paramount, and senior clinicians will provide support and advice as needed after the incident. Support will be provided via the line manager.

For more information please visit: <https://www.oxfordhealth.nhs.uk/>

NIHR Oxford Health Biomedical Research Centre

The [NIHR Oxford Health Biomedical Research Centre](#) (OH BRC) led by [Professor Rachel Upthegrove](#) is hosted by Oxford Health NHS Foundation Trust. The OH BRC is run in partnership with the University of Oxford and involves 13 additional partner university and NHS Trusts across England. Support for infrastructure is provided by the [National Institute for Health and Care Research \(NIHR\)](#) for 11 research Themes focused on brain health.

The OH BRC also hosts the [NIHR Mental Health Translational Research Collaboration \(MH-TRC\)](#) – a network of a number of UK centres of excellence with strong industry collaborations.

Funded by the Department of Health & Social Care, Office for Life Sciences and also hosted by OH BRC, [The Mental Health Mission](#), is led by the NIHR MH-TRC, to increase capacity in mental health research through providing relevant training and creating better systems to support industry- and academic-led research and investment across the UK.

Together with its partners, the OH BRC is developing a national network of centres of excellence, with the aim of creating a platform to deliver high quality experimental medicine research focused on new treatments and procedures to improve mental health conditions and more broadly, patients' lives.





Linacre College

There are 39 self-governing and independent colleges at Oxford, giving both academic staff and students the benefits of belonging to a small, interdisciplinary community as well as to a large, internationally-renowned institution. The collegiate system fosters a strong sense of community, bringing together leading academics and students across subjects, and from different cultures and countries.

Linacre is a vibrant and progressive post-graduate College of Oxford University. The College has more than 650 students all of whom have completed a first degree and are now studying for an advanced qualification. Linacre's prime objective is to provide high quality support, both intellectual and social, for its Fellows and graduate students.

There are some 40 Governing Body Fellows, the majority of whom are academics in a wide range of University Faculties. The Fellowship includes some of Oxford's most distinguished scholars. The College has sought to support early-career researchers and has a

community of more than 45 Junior Research Fellows. About 70% of the student body is from overseas, representing over 85 countries; and spread across all four academic divisions of the University. The College has a small team of administrative staff and large catering and housekeeping teams.

The College was founded in 1962 to provide a community for Oxford's growing number of international postgraduate students. It was named after Thomas Linacre, a distinguished Oxford humanist and medical scientist of the early 16th Century, whose breadth of learning symbolised the new College's multi-disciplinary purpose and ideal. In 1986 the College received its Royal Charter and is now a fully independent, self-governing, registered charity. The College is governed by its Fellows and student representatives. The College Principal has overall management responsibility for the College and its staff. He is supported by a senior management team consisting of the Vice Principal, Senior Tutor, Bursar and the Director of Estates.

Linacre College continued

Linacre was the first College in Oxford to accept both men and women on an equal basis for all post-graduate degrees. It is unusual among Oxford Colleges in having no senior common room. The Fellows, staff and students share the same facilities and eat together in the dining hall in order to cultivate an egalitarian academic community. The College is family-friendly and has a strong environmental ethos.

Drawing on its current academic strengths, Linacre is making a particular contribution to the support and promotion of environmental studies in the University. It has close links with the University's Environmental Change Institute and is in the process of developing a Net Zero Carbon Strategy. The College is the Oxford host of the Tanner Lectures on Human Values, a lecture series held at nine of the World's leading universities.

The College is housed in fine buildings, most of which were purpose-built, on St Cross Road, surrounded on three sides by parks and playing fields, in a

convenient location on the edge of the University Science Area and within easy reach of all the main University Departments and Libraries. The College has a number of modern teaching and seminar rooms, a well-equipped gym, an excellent dining hall and small but exquisite gardens.

The College is a busy academic community throughout the year. Unlike undergraduates, graduate students remain in residence for almost the entire year. The College has only two brief periods a year when the dining room and administrative offices are closed.

For more information please visit: <https://www.linacre.ox.ac.uk>.

Fellowships at Linacre are non-stipendiary, but Fellows are entitled to free lunches and dinners in College. They may also apply for small grants (up to £500 p.a.) to assist with their research. Linacre is not able to offer Fellows personal study rooms in College. However, they may reserve rooms for tutorials, seminars, social functions, and to accommodate guests.



The University of Oxford

Oxford's departments and colleges 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.

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number of University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues. The current strategic plan can be found at <http://www.ox.ac.uk/about/organisation/strategic-plan-2018-24>. The next five-year strategy (2025-30) is currently being developed.

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

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (the most recent figures are available at www.ox.ac.uk/about/organisation/finance-and-funding), and regularly creates spinout companies based on academic research generated within and owned by





The University of Oxford continued

the University. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics.

Oxford has a strong postgraduate student body who are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

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

Professorship of Old Age Psychiatry

Duties of the post

This is a clinical academic post and you must be medically qualified. For the duration of this post, it is expected that you maintain an honorary contract. For this, you will need to maintain registration with the GMC with a licence to practise and be on the Specialist Register as appropriate.

You will be a member of both the University and the College community. You will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers.

The main duties of the post are as follows:

Research and Leadership

You will be expected to have an internationally renowned research profile, to play a major leadership role in the research activities of the Department of Psychiatry, and to help guide research strategy. You, and your research group, will carry out original research of the highest international standing in your specialist area. Your group will produce high-quality publications and attract substantial external competitive funding to support your programme of research. An important criterion is that the research has impact beyond the academic setting.

As one of the research leaders in the department, you also have a role to play enhancing the research environment of the department. You should enable other researchers to reach their full potential by collaborating, providing guidance, and

mentoring individuals where appropriate. You should help promote the departmental ethos of high-quality, innovative, rigorous, reproducible and open science.

Teaching

(including graduate supervision)

You will make a significant contribution to teaching programmes and the development of the curriculum in your specialist area, and to examining and academic administration.

You will supervise doctoral students and those undertaking Masters-level training.

Examining

You will be required to take part in university examining as and when requested to do so by a committee for the nomination of examiners, unless you can show reasonable cause, to the satisfaction of the Vice-Chancellor and Proctors, why on a particular occasion you should not do so. (This requirement does not apply to invitations from faculty boards to examine theses submitted for research degrees).

Administrative Duties

You will chair committees and/or working groups, and contribute to departmental and divisional planning and strategic development.

As a Statutory Chair within the University, you may be asked to perform senior administrative and/or leadership duties within the department. Every professor who is employed by the University, unless individually exempted, has an obligation to accept headship of the department in which their post is held, if invited to do so by the divisional board.

Professorship of Old Age Psychiatry continued

Department Culture

You will help the department maintain and enrich its diverse, fair, respectful, and collaborative culture. You will have awareness and understanding of equality, diversity, and inclusion, and embedding these principles among staff and students to help foster a positive EDI culture within the department. You will be expected to take part in departmental activities and committees that promote equality, fairness, and wellbeing at work.

You will be expected to play a major role in public-facing activities. You should contribute significantly to public engagement with science and to efforts to widen access and participation.

Clinical

You will be a qualified old age psychiatrist at NHS consultant level. You will support Oxford Health NHS Foundation Trust in the provision of mental health services, and take a leadership role in recruiting and training future generations of psychiatrists.

Under conditions agreed upon between the Board of the Medical Sciences Division and appropriate agents of the NHS, you will perform such clinical, administrative and other duties in the NHS Trust associated with the University as the Medical Sciences Board may determine or approve. An honorary contract with the Oxford Health NHS Foundation Trust will be available to the successful candidate. The final job plan, which includes clinical duties, must be approved by the Head of Division or their nominee. The University will, in making the appointment, be seeking to advance its strategic agenda and develop its partnership with the relevant NHS Trust in furthering advances in research,

teaching, and patient care.

Clinical Supervision

All new consultants are required to access mentorship. The Clinical Director/Associate Medical Director will approve the mentorship arrangements and can make recommendation of a mentor if necessary.

The Trust expects all consultants to engage in Continuing Professional Development (CPD). Each consultant has a duty to remain in good standing with the Royal College of Psychiatrists /Physicians for CPD, and to ensure that they are able to fulfil the GMC's requirements for revalidation.

Further details including an outline Job Plan is annexed at A.

The post holder's job plan and personal development plan will be reviewed on an annual basis.



Professorship of Old Age Psychiatry continued

College Duties

The successful candidate will be a member of the Governing Body of Linacre College, and expected to attend its meetings (one in each term) and may be asked to serve on its Trustee Board. The College is a registered charity; members of the Trustee Board must conduct its business in accordance with current UK charity law. A more detailed guide to these responsibilities will be communicated to the successful candidate following election as a Fellow.

As a Fellow of the College, you will be expected to sit on its committees and to serve from time to time as an Officer of the College if such a request is made by the Fellowships and Appointments Committee. In particular, you may be required to advise the College on the selection of Graduate Scholars and Early Career Researchers when there are candidates in Medicine.

You may be asked to advise the Senior Tutor on the admission of graduates and to serve as College Adviser to individual

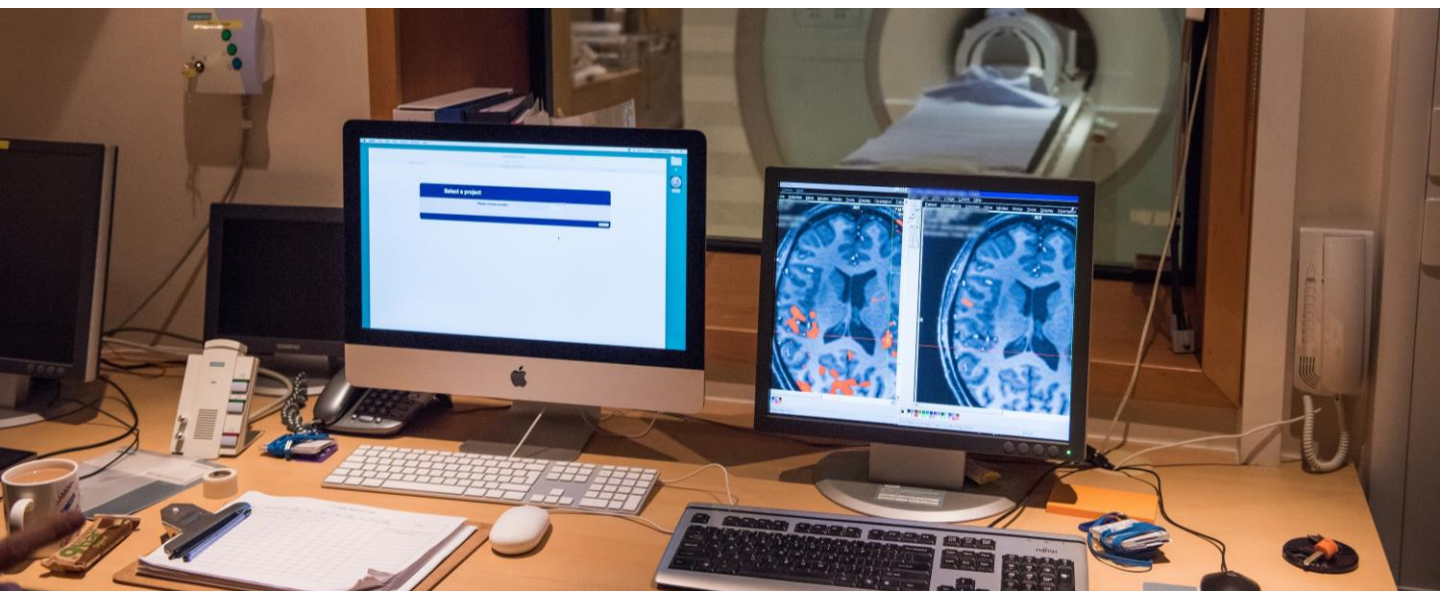
post-graduate students in Medicine in the College, whose supervisors may be located in other Colleges. College Advisers are expected to make contact with the graduate students under their care normally at least once a term, and to entertain them at lunch or dinner in the College once a term at the expense of the College. College Advisers may also attend progress meetings held by the Warden and the Dean of Graduates. Fellows are expected to participate in events that foster closer links between the Senior and Middle Common Rooms.

Hazard-specific / Safety-critical duties

This post may include hazards or safety-critical activities.

For clinical posts, NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity.

For more information see the Terms and Conditions section of this job description.



Professorship of Old Age Psychiatry continued

Selection Criteria

Your application will be judged only against the criteria which are set out below. You should ensure that your application shows clearly how your skills and experience meet these criteria.

The University is committed to fairness, consistency and transparency in selection decisions. Members of electoral boards (selection committees) will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male board members wherever possible.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the electoral board will take this into account, recognising that the quantity of your research may be reduced as a result.

You will demonstrate the following:

Essential Selection Criteria

- Evidence of internationally-leading research activity, including a doctoral degree (PhD or equivalent) and a distinguished record of publications¹ in a subject area directly related to the post;
- Depth of knowledge of your specialism to enable the development of innovation and new understanding in the field;
- Ability to operate with credibility across a number of academic disciplines;
- Sustained track record of attracting and managing significant research income;

¹ The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published.

- Experience of leading complex collaborative research programmes, including setting the strategic direction;
- Experience of providing specialist advice to external industry, universities or research councils;
- Excellent written and oral communication skills and demonstrable interest in (and the potential to maintain or develop) productive interactions with other scientists at the University of Oxford;
- A commitment and demonstrable ability to provide for the training of the next generation of neuroscientists, through the organisation and delivery of undergraduate (clinical and preclinical) and graduate teaching, advanced research training, and mentoring of junior colleagues;
- Experience of promoting collaborative research and learning environments;
- A commitment to ensuring the Department provides a positive, supportive and inclusive environment for all;
- You must be medically qualified, GMC registered and a Member, or Fellow, of the relevant Royal College² (or hold equivalent certification as an Old Age / Geriatric Psychiatrist).

Desirable Selection Criteria

- You will be a practising Old Age Psychiatrist;
- Evidence of creating collaborative and inclusive environments with people from different backgrounds.

² For applicants who currently practise outside the UK it is anticipated that GMC registration and entry on the Specialist Register can be established after the applicant has been offered the position.

How to apply

The University has engaged McLean Partnership to support this recruitment.

Please contact Dr Graham Little at grahamlittle@mcleanpartnership.com or +44 (0) 203 725 3757 for an informal and confidential discussion about the role.

Applications can be submitted via email to grahamlittle@mcleanpartnership.com and should consist of a CV and a supporting statement. The supporting statement should outline your motivation and interest in the role and explain how you meet the selection criteria for the post using examples of your skills and experience. This may include experience gained in education or employment, or during career breaks (such as time out to care for dependants).

Please also provide the details of three referees and indicate whether they may be contacted without seeking your permission. Referees may be contacted at any stage in the recruitment process if the electoral board requests your references.

The deadline for applications is 12 noon GMT on Monday 5th January 2025.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and are committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see <https://edu.admin.ox.ac.uk/disability-support> for details.

Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings <https://www.accessguide.ox.ac.uk/>.

Consideration of applications

All applications will be considered by the electoral board as soon as possible after the closing date. The electoral board is free to search for other candidates at this or any subsequent stage in its proceedings. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the electoral board as part of the interview. The composition of the electoral board will be published in the University Gazette (<https://gazette.web.ox.ac.uk/>) when it is finalised.



University Benefits, Terms and Conditions

Details of University policy in the following areas can be found at the links provided.

Salary

- <https://hr.admin.ox.ac.uk/clinical-staff-pay>

Pension

- <https://finance.admin.ox.ac.uk/uss>

Sabbatical leave

- <https://governance.admin.ox.ac.uk/legislation/council-regulations-4-of-2004>

Outside commitments

- <https://hr.admin.ox.ac.uk/holding-outside-appointments>

Intellectual Property

- <https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002>

Managing conflicts of interest

- <https://researchsupport.admin.ox.ac.uk/governance/integrity>

Membership of Congregation

- <https://www.ox.ac.uk/about/organisation/governance>
- <https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation>

Family support

- <https://hr.admin.ox.ac.uk/family-leave-for-academic-staff>
- <https://childcare.admin.ox.ac.uk/home>
- <https://www.newcomers.ox.ac.uk>

Welcome for International Staff

- <https://welcome.ox.ac.uk>
- <https://staffimmigration.admin.ox.ac.uk>

Relocation

- <https://finance.admin.ox.ac.uk/relocation-scheme-arrangements#collapse1094916>

Promoting diversity

- <https://edu.admin.ox.ac.uk/home>

Other benefits and discounts for University employees

- <https://hr.admin.ox.ac.uk/staff-benefits>

Pre-employment screening

The appointment of the successful candidate will be subject to the University's standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post.

- <https://jobs.ox.ac.uk/pre-employment-checks>.

For clinical posts

NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. You would therefore be required to produce such documentary evidence.

Medical Defence Society

You will be required to belong to a medical defence society if you are involved in private practice (see below), and it is strongly recommended that if you are not involved in private practice, you maintain at least the basic cover provided by such bodies.

University Benefits, Terms and Conditions

continued

Private practice

You will be permitted to engage in private practice in the hospitals in Oxford on such terms as the Medical Sciences Board may from time to time determine, provided that such private practice:

- i. shall be undertaken only in your name;
- ii. shall be subject to the same general arrangements as govern the holding of consultancies and outside appointments by university employees.

Retirement

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday.

- <https://hr.admin.ox.ac.uk/the-ejra>

Data Privacy

- <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>
- <https://compliance.admin.ox.ac.uk/data-protection-policy>

College Benefits

Fellowships at Linacre are non-stipendiary, but Fellows are entitled to free lunches and dinners in College. They may also apply for small grants (up to £500 p.a.) to assist with their research. Linacre is not able to offer Fellows personal study rooms in College. However, they may reserve rooms for tutorials, seminars, social functions, and to accommodate guests.



Annexe A

Details of Clinical Post

(for example and negotiable)

You will undertake clinical, administrative and other hospital duties as agreed by the Divisional Board and the NHS. The clinical responsibilities are as below:

- Provide senior medical input and clinical leadership in your specialist field. You will have responsibility for those patients seen by yourself, together with those patients seen by medical staff directly supervised by you.
- Work alongside the other team members in the service to ensure the effective functioning and development of the service.
- Provide direct clinical supervision to any trainees and speciality doctors and any senior trainee placed with the team.
- Provide timely written correspondence to relevant professionals documenting assessments, ongoing management, progress, and eventual discharge using Trust IT and clinical records system training will be provided where needed.
- Provide active commitment to delivering the Trust's clinical governance agenda.
- There will be an expectation to contribute to the collection of data as required by the Trust and other relevant agencies. This includes the timely recording of clinical activity data, and participation in clinical audit with appropriate administrative support.
- There is an expectation to participate in, and attend the local training programme for junior doctors, assuming work pressures allow this.
- It is expected that you maintain your own programme of training and CPD accreditation with the support of your Lead consultant/Clinical Director.
- You will be entitled to study leave (up to 30 days over 3 years) and expenses according to the Trust's conditions, in line with national terms and conditions of service.

Appraisal and revalidation will be performed jointly by Oxford Health NHS Foundation Trust and University of Oxford, in line with Follett principles.

Job planning is undertaken once a year with the Head of University Department and NHS Clinical Director. Consultants can request an earlier job planning interview, according to national policy.

Annexe A

Job Plan (Example – to be negotiated)

Provisional plan for 1PA³ direct clinical care and 1PA supporting professional activity.

Day	Time	Type of Work
Monday	AM	Research
	PM	Research
Tuesday	AM	Research
	PM	Research
Wednesday	AM	MDT meeting / Outpatient clinic (DCC)
	PM	Research
Thursday	AM	Supervision, audit CPD, teaching (SPA)
	PM	Research
Friday	AM	Research
	PM	Research

The post-holder's job plan and personal development plan will be reviewed on an annual basis.

³ Programmed Activities (PAs) are units of time in an NHS consultant's job plan. For further information see: <https://www.bma.org.uk/pay-and-contracts/job-planning/job-planning-process/an-overview-of-job-planning>.

