



UNIVERSITY OF LEEDS

CANDIDATE BRIEF

Leeds Integrated Clinical Academic Fellow

Faculty of Medicine and Health



Salary: New Consultant Contract (£109,725 - £145,478 p.a.) or Agenda for Change (£55,690 - £125,637 p.a.) depending upon seniority.

Reference: MHFAC1151

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Overview of the Role

The **Leeds Integrated Clinical Academic Fellowship** offers a unique opportunity for ambitious clinical academics who are ready to take the next step to research independence within a supportive, inclusive, and ambitious academic environment.

We are offering up to five prestigious Fellowships, funded by the Faculty of Medicine and Health, to be completed by 31 March 2029. Combining academic research with clinical service these awards offer up to 3 years academic funding (at up to 50% FTE) and are designed to nurture talented individuals to develop a competitive application for a senior fellowship award such as an NIHR Postdoctoral Fellowship (transition to independence stage), Future Leaders Fellowship (NIHR, CRUK, BHF) or equivalent externally funded senior clinical research award.

The postholders will align to the Faculty of Medicine and Health strategic priorities of improving patient outcomes and reducing health inequalities, and using methodological research to accelerate the pace and scale of discovery (<https://medicinehealth.leeds.ac.uk/medicine-research-innovation> <https://medicinehealth.leeds.ac.uk/research-innovation>).

The clinical element of the post (up to 50% FTE) will accommodate the clinical specialty/discipline and expertise of the postholder along with the needs of the appropriate clinical service in a West Yorkshire NHS partner organisation.

You will have an academic track record including a PhD in relevant subject area and experience of post-doctoral academic development, such as provided by an NIHR Clinical Lecturer post or equivalent post-doctoral experience. Demonstrating an ability to publish original research in field-leading peer reviewed journals and an ability to secure research funding, you will have a clear career development plan and be able evidence how you will establish research independence during the post through securing a senior research fellowship award.

Why apply?

- **Tailored support** to help you secure senior fellowship funding and establish academic independence.



- **Mentorship and career development** aligned to your goals and life circumstances.
- **Protected research time** to grow your ideas and leadership potential
- Access to **leadership development** initiatives and training.
- **Connection to strategic research themes** across the Faculty and NHS partners.
- **Collaborative, interdisciplinary networks** that value diverse perspectives and lived experience.

The Faculty of Medicine & Health is committed to supporting the University's Equity, Diversity and Inclusion Strategy and particularly encourages applications from groups currently underrepresented in senior clinical academic roles, these include women, and Global Majority¹ background candidates.

We are committed to creating an environment where everyone can thrive. We uphold Athena Swan principles for gender equality and strongly value equity, diversity, and inclusion. We support flexible working and have a range of initiatives designed to help colleagues with caring commitments to achieve their potential, such as an academic development fund for those returning from an extended period of leave.

For Medical Doctors and Dentists, at the time of interview applicants will be either within 6 months of obtaining a Certificate of Completion of Training (CCT) (or equivalent) or have been awarded a CCT within the past three years. Post-CCT General Practitioners and General Dental Practitioners should contact J.Bentley@leeds.ac.uk to check eligibility. For other Healthcare Professionals applicants must be registered with a Healthcare Profession regulatory body and established in (or with a commitment to begin) a permanent senior NHS role equivalent to consultant.

Prior to application applicants must have confirmation in writing from the appropriate Faculty of Medicine and Health Head of School/Institute to confirm that they will be hosted and supported by the School/Institute. Applicants are also strongly advised to identify support from their proposed partner NHS Trust or organisation committed to providing funding for 50% of their time (up to a maximum of 5 programmed activities or 50% FTE for a full time equivalent, or *pro rata* for less than full time applicants) for

¹ Global Majority defined for the purpose of this exercise as those who identify themselves under the HESA ethnicity codes 100 – 112,119



their NHS clinical or care work as an honorary substantive consultant or equivalent senior healthcare role.

We anticipate academic interviews will be held on 13th and 16th January 2026. For candidates successful at this stage, the relevant clinical appointment process will follow subject to funding being secured.

Main duties and responsibilities

As an Integrated Clinical Academic Fellow your main duties will include:

Academic

- Pursuing a programme of individual and collaborative research, resulting in high quality publications and a national and international profile and engaging with industry as appropriate to attract and co-ordinate major initiatives;
- Promoting the integration of your own research area with other research priorities, in the School, Faculty and University;
- Attracting research funding individually and collaboratively to underpin high quality research activity and research programmes/projects;
- Developing a strategy to ensure that your research has the potential for REF impact;
- Contributing to the development of the discipline or research area, e.g. through organisation of conferences or membership of key bodies setting the strategic direction of the area;
- Becoming a specialist in the field, developing and maintaining an external profile as appropriate to the discipline;
- Undertaking research-led teaching at different levels, with engagement in continual improvement in response to student and other feedback;
- Contributing to the management of the School/Institute or cross university interdisciplinary initiatives by taking on appropriate leadership, management and administrative responsibility;
- Maintaining your own continuing professional development;



Clinical

- You will join an integrated clinical Service across in a West Yorkshire NHS Trust or partner organisation as an honorary consultant or equivalent senior for healthcare professionals;
- Depending on the clinical service area you join you will work across all clinical activities of that service as defined by the Clinical Director to develop and deliver a modern clinical service. This will include inpatient work and clinical service as required. You will develop an area of sub-specialty interest aligned to your research interests and fitting with the needs of the clinical service. You will participate in all clinical governance activities, including clinical audit, clinical effectiveness, risk management, quality improvement activities as required by the Trust, and external accrediting bodies.
- The Direct Clinical Care PAs/50% Clinical-Practitioner Service commitment will be worked flexibly by agreement as part of an annualised job plan. Any on-call out of hours activity will be included as part of the weekly job plan.

Clinical Academic Appointments

For appointment to a Clinical Academic contract the appointee will be employed by the University of Leeds and hold an honorary contract with an appropriate clinical service provider. You will be required to comply with your respective Royal College/GMC/NMC/FPH/HCPC requirements for registration and revalidation and in line with the Follett report recommendations will have a joint job plan and joint appraisal. University of Leeds terms and conditions of employment will apply.

Qualifications and Skills

Essential

Academic Experience

- A PhD or MD in a relevant Health field with post-doctoral research expertise in one of the Faculty's strategic research areas of improving patient outcomes and reducing health inequalities, and using methodological research to accelerate the pace and scale of discovery;
- Significant research experience within the academic discipline with a developing record of internationally excellent peer-reviewed publications;
- A successful track record in gaining independent research funding;



- A defined and compelling academic plan for development and submission of an externally funded senior clinical research fellowship or equivalent within the first 18 months of the post.
- Experience of presenting at national and international conference/symposia demonstrating a strong ability to communicate effectively with a range of audiences.
- Evidence of building strong working relationships internally, with external partners and beyond your own discipline and to contribute to successful projects and collaborations;
- Experience of delivering and engaging with student education and the potential and commitment to undertake high quality and innovative teaching and gain a higher education teaching qualification or award;

Clinical Experience

- Confirmation of the required qualifications and registrations:

For medical/dental applicants:

- MBBS / MBChB / BChD or equivalent;
- Full (or eligible for) General Medical Council/ General Dental Council Registration;
- Inclusion on the Specialist Register in a GMC/GDC specialty having gained UK Certificate Completion of Training within the past 3 years; or are within 6 months of inclusion on the Specialist Register and gaining UK Certificate Completion of Training;
- Evidence of completion of higher specialty exams (e.g. MRCP, MRCS, MFDS, MRCPCH, MRCOG, MRCPsych etc or equivalent);
- Established in (or with a commitment to begin) a permanent consultant role.

Or for other healthcare professionals:

- Registration with a Healthcare profession regulatory body;
- Established in (or with a commitment to begin) a permanent senior NHS role equivalent to consultant.
- Comprehensive clinical experience and competence with experience of integrated clinical service, complex community services, and managing general patients as well as your own subspecialty;
- Evidence of understanding of and adherence to the principles of Good Clinical Practice with the ability to take full and independent responsibility for clinical care of patients in the specialty area.



How to apply

You can apply for this role online; more guidance can be found on our [How to Apply](#) information page.

Applicants must include:

- a CV;
- a letter of support from the proposed host Head of School/Institute in the Faculty of Medicine and Health (contact information can be obtained from Dr Bentley);
- Where possible evidence of a commitment from your NHS Trust or partner organisation that they will fund 50% of your time (or pro rata) for NHS clinical or care duties, which you will carry out as a consultant or equivalent senior healthcare role.

Applications should be submitted by **23.59** (UK time) on the advertised closing date.

Contact information

To explore the post further please contact:

Professor Hemant Pandit

Deputy Dean for Research and Innovation
Director of Leeds Institute of Rheumatic and Musculoskeletal Medicine
Honorary Consultant in Trauma and Orthopaedic Surgery
Faculty of Medicine and Health
University of Leeds
Email: H.Pandit@leeds.ac.uk

For any queries about the application process please contact:

Dr Jo Bentley

Clinical Academic Training Lead
Faculty of medicine and health
University of Leeds
Email: J.Bentley@leeds.ac.uk



Additional information

Find out more about the [Faculty of Medicine and Health](#).

Find out more about [Athena Swan](#) in the Faculty of Medicine and Health.

Working at Leeds

We are a campus based community and regular interaction with campus is an expectation of all roles in line with academic and service needs and the requirements of the role. We are also open to discussing flexible working arrangements. To find out more about the benefits of working at the University and what it is like to live and work in the Leeds area visit our Working at Leeds information page.

Our University

At the University of Leeds, we are committed to providing a culture of inclusion, respect and equity of opportunity that attracts, supports, and retains the best students and staff from all backgrounds and from across the world. Whatever role we recruit for we are always striving to increase the diversity of our community, which each individual helps enrich and cultivate. We have identified that women and those from the Global Majority are currently underrepresented in this role and particularly welcome applications from these people. The law permits positive action in recruitment under section 159 of the Equality Act 2010, however candidates will always be selected based on merit and ability.

Candidates with disabilities

Information for candidates with disabilities, impairments or health conditions, including requesting alternative formats, can be found on our [Accessibility](#) information page or by getting in touch with us at disclosure@leeds.ac.uk.

Criminal record information

This post requires an enhanced and barred list criminal record check from the Disclosure and Barring Service (DBS), and any equivalent overseas authorities where relevant. The successful candidate will be required to give consent for the University to check their criminal record status. All applicants are required to make a self-declaration where applicable.

Any offer of appointment will be subject to the University being satisfied with the outcome of these checks, in accordance with our Criminal Records policy. You can



find out more about required checks and declarations in our [Criminal Records](#) information page.

