

Leeds Integrated Clinical Academic Fellowships Guidance

The Leeds Integrated Clinical Academic Fellowship award is funded by the Faculty of Medicine and Health, University of Leeds.

The purpose of the Leeds Integrated Clinical Academic Fellowship is to foster the research capability of our mid-career stage clinical academics who are post PhD and are established clinicians: for doctors and dentists this would include those who are completing or have completed clinical training with the past 3 years; for health and care professionals this would include established clinicians or practitioners. The postholder will be supported 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 with the expectation that they will become academically independent within the term of such an award.

We are offering up to five Fellowships, to be completed by 31st March 2029, to talented individuals committed to conducting research linked to key strategic areas within the Faculty of Medicine and Health and who have the potential to become clinical academic leaders at Leeds.

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.

Applicants will be a clinical academic with postdoctoral experience demonstrating an ability to publish original research in field-leading peer reviewed journals and an ability to secure research funding (for example a clinical PhD fellowship or external grant funding as a Principal or Co-Investigator). They will have a clear career development plan and be able to evidence how they will establish research independence during the post through securing a senior research fellowship award. Their field of research will be aligned to key strategic strengths within the Faculty of Medicine and Health at Leeds and partner NHS organisations in West Yorkshire.

Applicants must be fully qualified and practicing Medical Doctors, Dentists or other Healthcare Professionals linked to one of our partner West Yorkshire NHS organisations. Applicants must hold a PhD/MD.

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

For Medical Doctors and Dentists applicants at the time of interview will be either within 6 months of obtaining a Certificate of Completion of Training (CCT) (or an equivalent non-UK certification) or have been awarded a CCT within the past 3 years (pro-rated for less than full time working). Applicants must have evidence of completion of higher specialty exams (e.g. MRCP, MRCS, MFDS, MRCPCH, MRCOG, MRCPsych or equivalent) and will be established in (or about to begin) a permanent consultant role. Post-CCT General Practitioners and General Dental Practitioners should contact J.Bentley@leeds.ac.uk to check eligibility.

Other Healthcare Professional applicants must be registered with a Healthcare profession regulatory body and established in (or about to begin) a permanent senior NHS role equivalent to consultant.

The Leeds Integrated Clinical Academic Fellowships provide funding for 3 years (up to 31 March 2029) to undertake:

- Up to 50% FTE academic research (Academic Grade 8 equivalent)
- Up to 50% FTE honorary substantive NHS consultant post (medical or dental) or substantive senior NHS post (healthcare professionals) to be funded by the NHS partner.
- Mentoring and support to develop an externally funded senior fellowship application

Strategic Research Priorities

Fellows will be appointed in areas of interdisciplinary research strength linked to our key strategic priorities <https://medicinehealth.leeds.ac.uk/medicine-research-innovation> and <https://medicinehealth.leeds.ac.uk/research-innovation>. Research will be focused on ensuring maximum likelihood of impact for patient benefit, generating substantial external research grant income, and will strengthen future REF returns and impact case studies by mapping onto FMH research priorities to improve patient outcomes and reduce health inequalities, and to use methodological research to accelerate pace and scale of discovery.

Application Timeline

Applications open on 19th November 2025, with a view to shortlisted candidates being interviewed on 13th/16th January 2026 and taking up the fellowships by Spring 2026 following a successful Advisory Appointments Committee (AAC) or equivalent appointment outcome.

Application Process

- (1) Before submitting an application interested applicants must have confirmation from the relevant Faculty Head of School/Institute to confirm that they will be hosted and supported by the Institute. Following completion of the academic application, shortlisting and successful academic interview, candidates will be given a conditional offer of 50% academic FTE funding.
- (2) Candidates must then secure agreement for a substantive NHS consultant post (medical or dental) or substantive senior NHS post (healthcare professionals) (50% FTE) at a partner NHS organisation and successfully complete an AAC or equivalent appointment panel interview. At this stage the academic funding will be released and the joint clinical academic fellowship appointment is confirmed.

In summary

Stage 1:

- Secure academic Head of School/Institute support
- Complete Academic application through University of Leeds job advert
- Successful shortlist and academic interview
- Receive conditional offer of up to 50% FTE Academic Funding (to be completed by 31st March 2029)

Stage 2:

- Confirm clinical salary funding from supporting local NHS Trust (50% substantive consultant/senior healthcare professional post)
- Complete Advisory Appointments Committee (AAC) recruitment panel or equivalent with NHS and University representation.
- Confirmation of joint clinical academic fellowship appointment.

Additional Guidance

Stage 1

Applicants must first gain a letter support from the proposed 'host' Head of School/Institute in the Faculty of Medicine and Health before submitting an application for the fellowship via the University of Leeds jobs website. This letter will identify the host institute's support for the development of the fellow and confirm ongoing academic salary support (at up to 50% FTE) following completion of the 3 year fellowship.

Documents required:

- A completed **Job Application Form** (available on <https://jobs.leeds.ac.uk/vacancies.aspx>)
- A **CV** (maximum 5 pages)
- A **letter of support** from the appropriate Head of School/Institute Director in the Faculty of Medicine and Health.

Include if available:

- Written agreement from local NHS partner to support substantive eligible post (at 50% FTE) or evidence of holding a substantive consultant/senior HCP post.

The Academic Interview Panel comprises:

- **Independent Chair**
- **Faculty Dean/Deputy Dean**
- **Head of School/Institute Director or representative**
- **Clinical Academic in relevant clinical discipline**
- **University HR representative**

Successful academic interview will result in conditional offer of up to 50% FTE Academic Funding up to 31st March 2029.

Stage 2

Following conditional offer of academic funding the candidate is required to complete a full clinical Advisory Appointments Committee (AAC) or equivalent clinical academic appointment panel. The role of the AAC is to make a recommendation to the employing body

and partner NHS organisation about the suitability of the applicant for a consultant academic post. Candidates can be supported by the Faculty Deputy Dean to discuss with their local NHS partner an agreement to fund a substantive consultant post/senior healthcare post at up to 50% FTE. Please be aware that NHS Trust and Royal College approval of consultant posts (referred to as the CARP process in partner Trust LTHT) can take up to six months.

The AAC comprises:

- **University Academic Representative**
- **Chief Executive** (or a deputy) of the appointing body,
- **Medical Director** (or a deputy)
- **Consultant** from the relevant specialty
- **College Assessor** nominated by a Royal College or Faculty.
- **Lay member**
- **University HR representative**

Summary of Key Expectations of Fellows

Each fellow will have ambitious objectives and targets, with performance review across years 1-3, a formal mid-probation review by Year 1, probation completion at Year 2 with subsequent SRDS/AAM (the University's academic appraisal process) at Year 3. These objectives include challenging financial targets outlined below. Assuming performance targets are met, each fellow is expected to transfer to a tenured academic post at the end of the fellowship.

Fellows will undergo an annual appraisal and performance review. Targets will include the following:

- Lead development and award of substantive externally funded personal fellowship (or equivalent) award by 3 years.
- Publish research at an international level by 3 years, creating impact in their field and at a REF-returnable level.
- Evidence of scholarly contribution to the University and their field of research; for example effective research collaborations internally and externally, postgraduate supervision, national committee or national peer reviewing role, local leadership role or contribution to teaching curriculum delivery.

Objective	Measure	Timeframe
Grant Applications	- Submit substantive personal fellowship award as principal investigator.	18 months
Collaborations	- Establish at least 3 productive multidisciplinary collaborations with other academic groups (either UoL or external), as indicated by the submission of publications, joint proposals for funding and/or evidence of seeking collaborations with industry, as indicated by grant proposals (e.g. postgraduate studentships, proposals to industry for funding or specialist resources)	36 months

Publications	- Publishing at an international level, consistently at a REF returnable level, in the best journals in their field, with major contribution as first or corresponding author to at least three scientific papers, at least one of which should be in a journal of significant impact, appropriate for the research area.	36 months
Conferences/ Research Meetings	- At least one abstract or oral presentation at an international meeting per year.	12, 24 and 36 months
Research Income	The financial model requires the following: To secure new external fellowship funding by the end of year 3. To secure ongoing research grant income in line with University of Leeds expectations at current grade.	36 months