

KENT AND MEDWAY MEDICAL SCHOOL



OAK PROFESSOR OF REMOTE, RURAL AND COASTAL HEALTHCARE SYSTEMS

**Candidate Pack
Spring 2023**





MESSAGE FROM PROFESSOR CHRIS HOLLAND FOUNDING DEAN, KENT AND MEDWAY MEDICAL SCHOOL

Our aspirations for KMMS are high. We aim to become a beacon of excellence in medical education, but we also want our student, graduates and staff to have a wonderful time while they are at KMMS and to want to stay in Kent and Medway because they believe that doing so will offer them the opportunity to fulfil their life-long aspirations.

We can only achieve this with future focused and inspirational leaders who will join our team on this incredible journey. I believe that if we want our future graduates to be world-leading scholars and researchers, exemplary practitioners and advocates for the importance of diversity and equality within and without their profession, then we need our staff to create an environment that openly promotes and encourages this mind-set.

KMMS is unique and has been created by an innovative partnership between two Universities. We embody the benefits of partnership and collaboration in everything we do. While both Universities share a lot of common ground, each has unique and special strengths which they particularly contribute to KMMS. Canterbury Christ Church University brings vast experience and high-quality vocational programmes, which educate nurses, paramedics, therapists, radiographers and many other healthcare professions. The University of Kent, particularly brings a global outlook to KMMS, with campuses across Europe, expertise in Undergraduate and Postgraduate Pharmacology and Therapeutics learning and teaching, research with a focus on responding to 21st Century problems, and a deep and meaningful commitment to the transformative power of education.



The KMMS programme is designed to be holistic and person-centred from the outset. Students will learn from faculty from other healthcare professions, as well as other academic disciplines ranging from health, to engineering, to the arts and humanities. Not least, students will learn with and from patients, care-providers and other service-users.

I still practice in clinical medicine as an Intensive Care consultant. As a member of Faculty and as a practitioner I continually learn about the challenges that students and patients, colleagues and other care provider's face and their priorities and goals. As a Doctor and as an Educator I share all our common aspirations for personal success, a drive to make a difference and a vocation to give something back. I look forward to working, learning and living each day with every member of our team, our collaborators and our supporters in those missions.

I very much hope that you will consider joining us.

INTRODUCTION

The Kent and Medway Medical School (KMMS) is the product of an innovative partnership between Canterbury Christ Church University and the University of Kent. The school is modern and innovative, and the student profile is highly diverse. The medical education programme is designed to be holistic, person-centred and highly interdisciplinary, and students learn with and from patients, care-providers and other service-users.

With the help of a generous donation from the Oak Foundation, KMMS is now looking to appoint to a new endowed post of Oak Professor of Remote, Rural and Coastal Healthcare Systems. The funding for KMMS' first philanthropically funded Chair will enable the medical school to advance research into helping local communities access essential healthcare. Reporting to the Founding Dean, Professor Chris Holland, the successful candidate will develop and deliver a major new research programme, which is closely aligned to a strategic government public health priority to tackle the health inequalities of remote, rural and coastal locations. The post-holder will join and strengthen current and future Higher Education, NHS, and regional research work, and provide senior leadership in promoting research collaborations and/or innovation and enterprise activity in their field.

Candidates will bring a record of outstanding research publications and an established reputation in a highly relevant field of research and scholarship. They must be committed to research focussed on interventions that make a difference at population/system level. Candidates could come from a range of disciplinary backgrounds that include, but are not limited to, health economics, social or public policy, management and leadership in healthcare systems, etc. They will ideally bring networks in government, policy, and/or health systems. They should be able to evidence real world impact from their work.

This is an opportunity to lead a key strand of activity for a new and growing, innovative and brave medical school with high ambitions and an exciting vision. The successful candidate will be able to have a positive contribution and impact on the health and wellbeing of the population of the Kent and Medway region and beyond.

The school's strategic location and strong international links will allow the role-holder to work at the frontline of remote, rural and coastal healthcare systems.





ABOUT KMMS

The Kent and Medway Medical School (KMMS) opened to its first cohort of 108 pioneer students in September 2020. KMMS's vision is to create a new medical school for Kent and Medway that becomes a beacon for first-class medical education and research. The School will attract the most talented aspiring doctors from within the local community and beyond, offering training and development opportunities that will help to keep that talent in Kent and Medway.

KMMS brings together the existing centres of excellence in health and medical education provided by the University of Kent and Canterbury Christ Church University and local healthcare organisations, to offer a new model of person-centred medical education.

Led by its Founding Dean, Professor Chris Holland, the School offers 100 Home/EU and up to 8 international undergraduate medical places on a yearly basis. The five-year undergraduate programme is taught at the Canterbury campuses of both university partners with medical placements within Primary, Community and Secondary Care across Kent and Medway. For more information, please visit <http://kmms.ac.uk>

The University of Kent is a leading academic institution and has an excellent track record in health training, research and innovation across a range of disciplines, including Biomedical Science, Pharmacy and the Social Sciences. The University of Kent is also one of two equal partners in the Medway School of Pharmacy (MSOP), which opened in 2004 and graduated its first MPharm students in 2008. The MSOP is underpinned by the University of Kent and the University of Greenwich and is based on a shared campus in Medway. For more information, please visit www.kent.ac.uk

Canterbury Christ Church University has a significant portfolio of pre-registration healthcare programmes, underpinned by strong leadership, extensive relationships to support clinical placements, simulation and anatomy facilities, and internationally recognised research promoting health and wellbeing. For more information, please visit www.canterbury.ac.uk

ABOUT THE OAK FOUNDATION

Established in 1983, the Oak Foundation commits its resources to address issues of global, social, and environmental concern, particularly those that have a major impact on the lives of the disadvantaged making the world a safer, fairer, and more sustainable place to live. Through grant-making, they support others to make the world a safer, fairer, and more sustainable place to live. Since its inception, the foundation has made grants to more than 5,440 organisations in approximately forty countries worldwide, and has office presence in the UK, Denmark, India, Zimbabwe, and the United States.

The funding for the Oak Professor of Rural and Coastal Healthcare comes from Oak Foundation's Special Interest Programme which reflects the Trustees' interests in making dynamic, diverse, large and innovative grants. Special Interest grants cover a wide range of fields, including health, humanitarian relief, education and the arts.

For more information, please visit <https://oakfnd.org/>.

KMMS is excited to be partnering with the Oak Foundation on this key appointment.



THE ROLE

This role offers the opportunity to engage with some of the most significant health and care challenges of our generation.

The geography of Kent and Medway means that about two-thirds of our regional boundary is coastal. Our coastal communities display many of the health and care challenges that Sir Chris Whitty identified in his 2021 CMO report. Across the region, there are wide disparities in health and wellness outcomes. Between the most affluent and the least affluent parts of our region there is an 18- to 25-year difference in life expectancy and many of the least affluent areas of our region are by the coast. We are home to diverse communities, many of which face the additional challenges of being in the global majority but the national minority. We have some of the busiest points of entry into the UK, with excellent transport links between Dover and Folkestone and the rest of the UK, but parts of Kent and Medway are also extremely underserved with transport and communication links; this contributes to significant disparities in how easy people in Kent and Medway find it to access health and care services.

The proximity of, and ease of access to, London means that many of our most talented individuals are already drawn to work there whilst residing in the more affluent areas of the region. Significant population growth is expected across all of Kent and Medway and building programmes are underway across the region to create new communities as well as expand established ones. What will the health and care needs of these communities be and how can they be met? What must the health and care system do to allow our citizens, new and old, to realise the futures they dream of? How do we make sure that we do not leave some of our hard-to-reach communities and individuals behind?

As telehealth and virtual health innovations increasingly flourish, these modalities will certainly be part of the solution in Kent and Medway. How they can actively support the maintenance of physical and mental health and wellbeing, or help people to live well, avoid admission to hospital and manage their consumption of healthcare resource still requires a stronger theoretical and evidence basis, however. How we train and credential health and care workers in these new ways of working also requires careful thought.

The combination of these factors means that our health and care system faces challenges both in meeting demand, and in organising how we ensure that our communities can live healthy lifestyles and access the care that they need in safe, effective and efficient ways. Producing real-world solutions to these challenges is extraordinarily complex.

Identifying solutions to these challenges requires a systems-level approach and a clear understanding of what it is about coastal communities that requires innovative solutions to meeting health and care needs. Creating high-value jobs which support anchor institutions such as schools, hospitals and universities in our coastal communities requires a strong concept of place and place-based partnerships. Appreciating what roles the education, health and care systems play in that endeavour can result in non-clinical interventions such as social prescribing or low-traffic neighbourhoods. Considering what impact a reorganisation of health and care services might have on a community is a significant driver for partnership working and elemental integration, for which our systems of health and care provision and training are not yet prepared.

There are significant opportunities such as the creation of the Integrated Care Board and the Shared Prosperity Fund, plus plans for large population growth in specific areas of the region, which mean that systematic research into the best ways to organise health and care services can produce real-world impact in a short space of time and can ensure that we can make significant contributions to the creation of local, regional and national policy.





KEY RESPONSIBILITIES

The successful candidate will be expected to:

- Undertake high-quality original research within a specialist area, and promote this research actively by publishing in recognised peer-reviewed journals, presenting at international and national conferences and workshops, and giving seminars;
- Ensure that co-production and patient and public engagement is a core element of their research activity;
- Contribute to building a research culture in KMMS which catalyses new areas of activity for the School and the collaborating universities, and which appropriately reflects existing research priorities and strategies;
- Work collaboratively with partners to prioritise research interests in existing and emerging structures such as the Academic Health Sciences Network (AHSN), KSS Applied Research Collaboration (ARC) and the Clinical Research Network (CRN) to ensure that KMMS and the collaborating universities realise their collective Research Strategy;
- Develop good relationships with a wide range of groups and individuals, both internal and external to KMMS and both Universities, including students, colleagues, patients and carers, research collaborators, NHS partners across Kent and Medway and beyond, colleagues at the partner medical school, and external health-related research and policy agencies and organisations, industry, commercial sponsors and research funders;
- Design, deliver, and evaluate learning and teaching activities for KMMS students at various levels (up to 0.2FTE/2PA of the time allocated to this role). Working under the direction of the Dean or a nominated individual, this will involve developing and delivering agreed curriculum content for the BM BS programme, such as innovative and creative Student Selected Components (SSCs) and Individual Research Projects for BM BS students, ensuring that these are informative, interactive and assessable for our medical students and integrated with their core learning;
- Deliver high-quality face-to-face teaching and student supervision to undergraduate BM BS students in KMMS, such as acting as Personal Academic Tutor to students, participating in MMIs and OSCEs as an examiner, ensuring alignment with the programme and learning outcomes at the contingency medical school, Brighton and Sussex Medical School.

THE PERSON

The role is open to stand-out individuals with a record of outstanding research publications and an established reputation in a highly relevant field of research and scholarship.

Qualifications

Essential

- Educated to Doctorate level in a relevant subject area (MD or PhD) or equivalent.

Desirable

- Project management qualification or significant experience of managing and delivering large projects;
- Training in Good Clinical Practice (GCP);
- A post-graduate teaching qualification (e.g. Grad Cert) or Membership or Fellowship of the HEA or AoME or equivalent.

Knowledge/Skills

Essential

- Established record of high-quality peer reviewed research publications such as journal contributions, books, etc. demonstrating an established reputation in a highly relevant field of research and scholarship (disciplinary background could include, but not be limited to, medicine, health economics, social or public policy, management and leadership in healthcare systems, etc);
- A commitment to research focussed on interventions that make a difference at population/system level;
- Networks in government, policy, and/or health systems;
- Ability to evidence real world impact from research;
- Experience in postgraduate or undergraduate teaching activities such as tutoring, professional training or assessment and examinations and developing innovative course material for learning and teaching;
- A proven ability to work cooperatively with colleagues and contribute to multi-disciplinary projects;
- Clear evidence of organisational, administrative and IT skills;
- Demonstrable sustained national and international recognition in a relevant field of research.

Desirable

- Extensive experience in management or leadership at senior level, preferably in an NHS organisation, Department of Health, University or an R&I funding body;
- Experience of acting as a Principle Investigator for NIHR/UKRI (or equivalent) funded research.

Personal Qualities

Essential

- Ability to exercise discretion and tact and maintain confidentiality;
- Ability to work on your own initiative, prioritising and managing time effectively;
- A strong commitment to equity, diversity, and inclusion;
- Ability to help shape an environment where less-experienced colleagues can learn and develop;
- Excellent inter-personal and communication skills;
- Flexible, adaptable and able to manage conflicting priorities and demands;

Desirable

- Adaptable to change and resilient under pressure;
- Ability to solve problems innovatively optimising the use of existing resources at both institutions;
- Comfortable with frequent travel across the Kent and Medway area.

Applications are welcomed from international candidates.



TERMS AND CONDITIONS

Salary scale

The successful candidate will be appointed on an academic professorial salary scale. If the candidate is a clinician and wishes to practise, clinical sessions in an appropriate healthcare setting may be possible, subject to negotiation. The candidate would be benchmarked to an appropriate clinical scale.

Term

The academic appointment is anticipated to be permanent. The Oak Foundation funding lasts for five years, by which time the expectation is that the post will be self-funding.

Facilities

The successful candidate will be a member of both Universities and will be able to access the professional and personal services of either institution. KMMS has developed excellent interprofessional and simulated learning and teaching facilities across the campuses of both universities.

Location

This role is based in Canterbury, Kent.



The Doctors We Want to Be

This mural was created by artist Geoffrey Chambers in response to a workshop led by People Dem Collective with our founding students to create an anti-racism pledge for KMMS. Over time more will be added to create a living archive of our students wishes for the doctors they want to be.

EQUALITY, DIVERSITY AND INCLUSION

We welcome applications from members of non-majority members of our community and KMMS is committed to the fair treatment of all staff and students and to ensuring that the learning and working environments are supportive and inclusive for all. Duties in the delivery of learning, teaching and supporting students and staff should be performed in a manner in keeping with the School's commitment to equality and diversity. KMMS will work towards the School attaining an appropriate Athena Swan award.

As a disability confident employer, we guarantee to interview all disabled applicants who meet the essential criteria for our job vacancies. Please state clearly on your application materials that you are eligible to benefit from this scheme.



HOW TO APPLY

KMMS has engaged Minerva (www.minervasearch.com) to assist with the recruitment of the Professor of Remote, Rural and Coastal Healthcare Systems. For more information about the role, including how to apply, please visit www.minervasearch.com/kmms.

For an informal and confidential discussion, potential applicants may contact kmms@minervasearch.com.

MINERVA

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