



**University of Brighton**

APPOINTMENT OF A  
PROFESSOR/READER IN MEDICINES  
OPTIMISATION (SP3097)

---

FACULTY OF SCIENCE AND ENGINEERING

# Appointment of a Professor/Reader in Medicines Optimisation (SP3097)

This is a jointly-funded position between the University of Brighton and Brighton and Sussex University Hospital NHS Trust.

## Faculty of Science and Engineering

---

The Faculty of Science and Engineering is the focus of teaching, research and social and economic engagement in mathematical sciences, computing, engineering, built environment, environmental and earth sciences, pharmacy, and natural and life sciences in the University of Brighton.

The faculty, headed by Professor Andrew Lloyd as Dean, offers an extensive range of professionally accredited undergraduate and postgraduate courses across the fields of mathematics, computing, engineering, product design technology, construction, geology, geography, land-based studies, pharmacy, and biological, biomedical, environmental, chemical and pharmaceutical sciences. These courses are underpinned by national and internationally recognised research in the fields of pharmaceutical and biomedical science, automotive engineering, applied mathematics, computer science, nuclear physics, earth and environmental sciences and built environment. The faculty has major national and international collaborations and has a regional role in supporting local business and industry through placements, short courses, contract research, Knowledge Transfer Partnerships and consultancy.

Based on the Moulsecoomb Campus, the faculty has over 3,600 undergraduate and postgraduate students, 110 research students supported by a team of some 160 academic staff, 60 technical staff and 45 administrative staff within the Schools of Computing, Engineering and Mathematics, Environment and Technology, and Pharmacy and Biomolecular Sciences.

### Teaching and Learning

Many of the courses offered by the faculty provide education and training in preparation for entry to the relevant construction, surveying, engineering, health and scientific professions and are accredited by the appropriate professional bodies. The professional standards of the faculty are reflected by the granting of full accreditation by the relevant professional institutions (ABE, BCS, CIOB, ICE, IET, IMechE, IStructE, RICS, IBMS, RPSGB). The faculty is increasing its involvement in the continuing professional development area, both in the university and in the workplace. The Faculty also offers a wide range of work-related undergraduate Foundation Degrees at local Partner Colleges. In addition to offering undergraduate and postgraduate taught courses, it provides opportunities to undertake research training to doctoral level across all subject disciplines.

### Research

The faculty has a very strong commitment to the development of research across all subject disciplines resulting over recent years in the establishment of world-class research in biomedical sciences, computer science, automotive engineering and geosciences. The faculty embraces many scientific and technological disciplines and offers a wide range of appropriate research opportunities which benefit learning and teaching, staff development, and to the wider academic, industrial and healthcare communities. This research excellence is recognised through significant funding from research councils, charities, government agencies, local authorities and industry and continual improvement in performance in Research Assessment Exercises. Each School focuses on a number of specialist research themes supported by extensive research facilities, augmented through collaboration with other academic institutions, government agencies, industry and charities both nationally and internationally. The co-location of the faculty on a single site provides a vibrant research community for the support of staff and students.

## Social and Economic Engagement

The faculty also has a strong commitment to social and economic engagement through the development of collaborative partnerships with industrial, governmental and healthcare organisations, student volunteering, education for sustainable development and the development of sociogeographic and sustainable technology research. The faculty's Centre for Collaboration and Partnership incorporates one of the UK's most successful KTP (Knowledge Transfer Partnership) offices and provides Masters level Continuous Professional Development (CPD), EU Grant Support, co-ordinate industrial placements and oversees knowledge and technology transfer to industry and business in the South East.

The Centre for Collaboration and Partnership also hosts STEM Sussex which provides a focus for supporting enrichment and enhancement of STEM subjects within schools through partnerships, universities, industry and other stakeholders.

Against this background the faculty seeks to maintain a sustainable academic portfolio which integrates research, undergraduate and postgraduate courses, postgraduate research training, social and economic engagement and long-term partnerships with partner colleges and other regional, national and international partners.

Further information is available at [www.brighton.ac.uk/scieng/](http://www.brighton.ac.uk/scieng/)

## School of Pharmacy and Biomolecular Sciences

---

The School of Pharmacy and Biomolecular Sciences is housed in a new purpose built teaching and research facility on the Moulsecoomb campus, costing in excess of £22 million. The Head of the School is Professor John Smart and the academic staff establishment is currently made up as follows:-

- Professors
- 4 Readers
- 9 Principal Lecturers
- 3 Principal Research fellows
- 32 Lecturer/Senior Lecturers
- 17 postdoctoral research fellows
- 11 Joint Appointment/Teacher Practitioners

The academic structure of the school comprises the three teaching divisions of Biology and Biomedical Sciences, Chemistry and Pharmaceutical Sciences and Pharmacology and Therapeutics united by cross-division multi-disciplinary programmes of research.

The school has the support of a technician establishment of 23 including specialist expertise in the workshop and electronics areas. An administrative team of 10 managed by the School Administration Manager provides administrative and secretarial support for teaching and research.

The school has an active programme of staff development, which allows for attendance at conferences and general updating of experience, for example through enrolment on training courses and sabbaticals.

## Courses

---

The largest undergraduate course in the school is the four-year M.Pharm (Hons) degree which leads, after pre-registration training and examination, to registration with the General Pharmaceutical Council. The school is also the home to BSc Honours courses in Biomedical Sciences, Applied Biomedical Sciences, Pharmaceutical and Chemical Sciences, Ecology and Biological Sciences. In addition, the school has a significant input to the biology and chemistry areas of the university's BSc Honours Environmental Sciences. The school is also associated with the university's Foundation Degrees in Applied Biology which are taught and administered by Brighton and Hove City College, and in Forestry, Agriculture, Animal Sciences and Countryside Management at Plumpton College. These courses offer a direct route to specialist Biological Science and Biomedical Science degrees in the school. Staff within the Biology and biomedical science division also teach onto the Human Biology and Environmental Biology themes of the Hastings Campus courses. Several staff teach into the medical school. The school runs a successful collaboration with the regional NHS to deliver a Postgraduate diploma in general practise pharmacy for hospital pharmacists.

Postgraduate courses include:

- Biomedical Sciences MSc
- Biomedical Science MSc (Cellular Pathology)
- Biomedical Science MSc (Clinical Biochemistry)
- Biomedical Science MSc (Medical Microbiology)
- Biomedical Science MSc (Haematology and Transfusion Science)
- General Pharmacy Practice PGDip
- Industrial Pharmaceutical Studies MSc
- Industrial Pharmaceutical Sciences MSc
- PgDip Pharmacy (Overseas pharmacist assessment programme)
- Pharmacology MSc
- Supplementary prescribing for Pharmacists
- Pharmaceutical and Biomedical Sciences MRes
- Bioscience MRes
- Ecology MRes
- Pharmacy and Biomolecular Sciences MPhil/PhD
- Professional Doctorate in Biomedical Sciences
- Professional Doctorate in Pharmacy

Staff in the school are actively involved in the development of new and advanced methods of learning and teaching. The commitment to high quality education has been recognised in the award of 22 and 23 points from a possible 24 in the last teaching quality assessments undertaken by the Government's Quality Assurance Agency for Biology and Pharmacy, respectively. The school has established a reputation for innovative use of teaching technologies which has led to commissioned development work at other universities.

## Research

---

The school submitted 35 researchers within the 'Allied health professions and studies' sub-panel 12 in the 2008 RAE. This reflects a doubling of the research activity in this area since the previous assessment in 2001. 80% of the research was judged to be of international standing, of which 10% was 'world leading' (4\*). The school also contributed 2 of the 17 researchers in the sub-panel 17 'Earth and Environmental Systems' submission, 90% of which was judged to be of international standing.

This sustained drive for research excellence is reflected by increases in both the quality and quantity of original peer-reviewed scientific papers. This improvement occurred together with significant advances in the area of intellectual property protection and exploitation. Other quantitative indicators of research performance such as research student numbers and research expenditure have significantly increased. The school earns circa £1.6 million in research funding in the last couple of years in order to support a large number of postdoctoral research fellows and research students.

In addition, the school has a strong track record of success in obtaining competitive funding having been awarded grants and research contracts from organisations including the Wellcome Trust, BBSRC, EPSRC, MRC, charities and the European Union. The excellent clinical relationships that already exist between the school and regional hospitals have expanded further by the opening of the Brighton and Sussex Medical School in 2003.

Specialist research accommodation includes aseptic, cell culture, image analysis, computer, analytical, molecular biology, electron microscopy, confocal microscopy and NMR. Recently a new pharmacology research area, catering especially for research in electrophysiology, has been developed.

Research in the school is structured in a multidisciplinary way enabling underlying pathogenic mechanisms in specific disease states to be explored from which novel approaches to prophylaxis and therapy may be devised and evaluated. The major pathological conditions under investigation include diabetes, obstructive airway diseases, asthma, ageing, renal failure, cystic fibrosis, microbial infection of mucosal and implanted surfaces, and host reactions to implanted materials. Our ecology group also undertake wide ranging research into the environment and man's influence on this. The major school research groupings are:

### **Biomedical materials**

The group combines expertise in analytical, organic and material chemistry with molecular and cell biology to focus on the synthesis and characterisation of biomaterials, together with the design of implantable medical devices and tissue engineering constructs. Particular strengths include: host response to biomaterials and devices and tissue regeneration processes; modifying bulk properties and surface chemistry to achieve biocompatibility in clinical applications and developing clinically reflective in vitro model systems to assess performance of biomedical materials and implanted tissues/devices.

### **Disease processes**

The group applies a multidisciplinary approach to focus on 4 major research themes: Diabetes; Ageing; Medical Microbiology; Behavioural Pharmacology. Specific areas of strength are: epidemiology of childhood obesity and diabetes; models of chronic disease pathology and progression; mechanisms of cell senescence; novel approaches to control microbial infection; and the psychopharmacological and genetic basis of human behaviour.

### **Chemical biology**

Chemical biologists focus on pharmacological aspects of ion channel activation, chemical synthesis and molecular modelling, polymer behaviour, carbon nanotubes and nanoscience, biological activities of small molecules, the therapeutic use of polymer and colloidal-based systems for controlled drug delivery and molecular targeting of harmful molecules or tumours.

### **Biogeography and Ecology**

The group comprises an interdisciplinary team of ecologists and biogeographers from the Biology Division of the School of Pharmacy and Biomolecular Sciences and School of the Environment and Technology. Research expertise is within wetland ecology and management; GIS and landscape ecology; herpetology, plant population ecology; conservation biology, molecular ecology, human-wildlife conflict, tri-trophic interactions and entomology, and mammal behaviour, ecology and conservation. Research focuses on ecological management of terrestrial and aquatic habitats, with particular emphasis on community level responses to management and the application of GIS to biogeographical research.

Staff also research, often with other academics from across the university, in environmental sciences, pharmacy practice, nutrition and science education.

The school also takes part in a range of economic and social engagement activities, from consultancy work with industry to outreach work in the local community.

## **The Trust**

---

Brighton and Sussex University Hospitals (BSUH) is an acute teaching hospital working across two sites: the Royal Sussex County Hospital in Brighton and the Princess Royal Hospital in Haywards Heath. The Brighton campus includes the Royal Alexandra Children's Hospital and the Sussex Eye Hospital, and the Haywards Heath campus includes the Hurstwood Park Regional Centre for Neurosciences. We provide District General Hospital services to our local populations in and around the City of Brighton and Hove, Mid Sussex and the western part of East Sussex and more specialised and tertiary services for patients across Sussex and the south east of England. Both hospitals provide many of the same acute services for their local populations. In addition, the Princess Royal is our centre for elective surgery and the Royal Sussex County Hospital is our centre for emergency and tertiary care. Our specialised and tertiary services include neurosciences, arterial vascular surgery, neonatal, paediatrics, cardiac, cancer, renal, infectious diseases and HIV medicine. We are also the major trauma centre for Sussex and the South East. We treat over three quarters of a million patients each year. Working as one hospital across two sites, and playing to the strengths of both, gives us the flexibility to develop services which meet the needs of our patients at different stages of their treatment and care.

We also work in close partnership with our local GPs to ensure that we are particularly attentive to the quality of our District General Hospital services, especially how well we look after our most elderly patients, and that these services are provided and improved in ways which best meet the needs of those patients and their families. Central to our ambition is our role as a developing academic centre, a provider of high quality teaching, and a host hospital for cutting edge research and innovation; and on this we work with our partners, Brighton and Sussex Medical School (BSMS) and the Kent, Surrey and Sussex Postgraduate Deanery, and our local universities.

The BSUH vision is to be locally and nationally renowned for delivering safe, high quality and compassionate care and to be the regional centre of clinical and academic excellence.

#### **Aim of the pharmacy department and medicines management service:**

The aim of the pharmacy department is to provide a safe, effective, timely and supportive medicines management service that meets the needs for the patients, staff and public of BSUH.

The pharmacy department in BSUH has over 130 staff and the objectives for the department are attached.

## The job

---

The post holder will be expected to:

- Take leadership responsibilities in the development of clinical pharmacy research, encouraging and facilitating research between the University and the Trust and regional healthcare providers in general.
- Take leadership responsibilities in the development and delivery of clinical pharmacy education and training at both undergraduate and postgraduate level within the University of Brighton, working closely with the respective academic leads within the school.
- Support the Chief / Associate Chiefs of Pharmacy and lead clinical pharmacists in BSUH to develop and deliver cutting edge medicines management services.
- Take a pivotal role in the development of the proposed Centre for Clinical Pharmacy which will be a joint group between the University and the Trust responsible for developing joint vision and strategy. The group would oversee the teaching links and drive the research agenda in areas of joint working.
- Ensure that the strategy for clinical pharmacy education and training is aligned to national and local priorities (such as the 2008 Pharmacy White Paper), and takes into account future planned and projected developments, including supporting the development of the medicines optimisations agenda.
- Maintain expertise in a specialist area of clinical pharmacy, advising internal and external stakeholders as appropriate and undertaking clinical practice within BSUH.
- Take a leading role as a member of the strategic team responsible for the development of pharmacy education within the University of Brighton.
- Maintain and develop own research and scholarly activity.
- Lead in the liaison with external bodies (regional, national and international) to inform and engage in developing and delivering both pharmacy and general healthcare education and training at both undergraduate and postgraduate levels: working regionally with stakeholders such as the Brighton, Sussex University Hospital NHS Trust, The Joint Programme Board, Faculty of Health and Social Sciences, Brighton Sussex Medical School, the South East England Medicines Management and Development group, the Local Education and Training Boards, local pharmacy networks, local pharmaceutical committees, local medical committees and national and local clinical commissioning groups.

## Selection criteria

---

The criteria below indicate the qualities that are needed to do the job well. Candidates will be selected according to the extent to which they satisfy these criteria. Evidence of potential will also be considered. Most of the criteria must normally be met in order to qualify for selection.

### **Essential criteria**

#### **Knowledge and qualifications**

- Registered pharmacist with, a good first degree and a relevant post graduate qualification (a PhD degree or equivalent qualification / professional experience).
- Research experience in clinical pharmacy/medicines optimisation, with a demonstrable track record (publications and leadership) in this area.
- Extensive current experience of clinical pharmacy practice.
- Application of NHS policy, strategy, procedures.

### **Teaching and learning expertise**

- Experience of teaching, assessment and course design.
- Competent use and development of a variety of teaching and learning strategies and methods of assessment which are appropriate to:
  - the aims and learning objectives of the proposed programme(s);
  - differences in learning styles;
  - different group sizes and individual learning;
  - stimulation of life-long learning;
  - development of core, transferable skills.
- Enthusiasm for drawing on scholarship, research and professional activity to support learning.
- Recognition and respect for the contribution made by students to each others' learning.
- Effective use of feedback from students and colleagues in reflecting upon own teaching practice and professional development.

### **Teamwork and collaboration**

- Consultative and co-operative working with others, including support staff, to achieve agreed outcomes and smooth-running programmes.
- Ability to lead a team.

### **Communication and presentation**

- Learning material is clear, well-structured, varied and appropriate to the subject and the situation.
- Competence in guiding and supporting students, including clear feedback about strengths and weaknesses.
- Effective methods for communicating full and timely information to students and colleagues, including support staff, to ensure mutual understanding, smooth-running programmes and the needs of all parties are met.

### **Contribution to the school, faculty, university**

- Commitment to institutional policy and procedures.
- Achievement of school aims through successful management and development of areas such as recruitment, admission and induction of students, preparation for QAA visits, etc.

### **Management of others**

- Ability to recruit, induct and develop staff who meet agreed standards and objectives.
- Commitment to support university staff management policies and procedures and to keep up to date, including attending relevant University of Brighton workshops.

### **Motivation**

- Commitment to meeting agreed aims and standards on own initiative and to ensure continuous self-development.

### **Organisation**

- Efficient and able to balance and meet priorities.

### **Physical**

- Ability to undertake all the physical requirements of the job, such as extensive use of display screen equipment according to health and safety guidelines.

### **Desirable**

- Experience of postgraduate/research supervision.
- Have an understanding of commissioning and redesign of NHS services.
- Experience of teaching and research with in the health service and higher education.

## **Criteria for Professor and Reader**

---

The appointment will be made on the Principal Lecturer salary scale (Reader) or within the framework of the university's arrangements for senior staff (Professor). The successful candidates may be considered for the title of Professor or of Reader if the relevant criteria are met. The title will be determined by academic and professional standing.

Candidates who wish to be considered for the title of Professor should indicate this clearly in their application. Candidates will be assessed for the level of their academic leadership and professional standing by means of the following criteria:

- contribution by research, professional practice and academic leadership to the advancement of learning and/or application of knowledge;
- contribution as a teacher to the advancement of their subject and to the development of students' learning;
- national standing in their subject or their profession.

A copy of the full regulations for the conferment of the title of Professor are enclosed.

The title of Reader can be conferred upon staff who have met the criteria for Principal Lecturer, and demonstrated particular and sustained excellence in research and scholarship as described below, and shown evidence of potential for further achievement in this respect. Exceptional qualities and excellence are sought. Appointment to Principal Lecturer is based upon performance both within and outside the university and on potential for further development in the following areas:

- Research contribution and professional standing. This is normally reflected in scholarly publications in refereed journals, or other appropriate sources given the nature of the discipline. Research grant income and successful supervision of research students will also be taken into account. Professional standing may be indicated by successful involvement on industry committees or with professional bodies;
- Teaching contribution and quality including teaching commitments and methods, new course development, participation in validation procedures and short course contributions.
- Managerial and leadership abilities including responsibilities undertaken and successfully accomplished. These might include responsibility for a major course or designated coordinating role either in a school or faculty or both in relation, for example, to a complex multi-subject degree.

## References

---

On the enclosed form requesting personal information and details for taking up references, please supply the name, title and address of two referees. They should both have direct knowledge of your work and one should be your most recent employer. If further referees are needed to fulfil the professorial requirement, please add these on a separate sheet.

Any request to delay contacting referees should be made clear. Please ensure that they are in a position to respond promptly, giving an alternative contact number and address if they are unlikely to be available at their normal place of work.

## The salary

---

The salary will be in accordance with the Principal Lecturer (AC4) grade, which ranges from £46,846 to £54,283 per annum for a Reader and the salary for a Professor will be in accordance with grade 10, which ranges from £55,908 to £59,306, or 11 which ranges from £59,306 to £62,908 per annum. This post also attracts a clinical enhancement of up to £15,000 per annum which will bring the salary broadly in line with Bands 8c/8d in the NHS Agenda for Change scales.

## How to apply

---

Please complete an application form or, if you prefer, send your CV along with a completed Equal Opportunities Monitoring/Personal Details form. These forms are available to download in both Word and .pdf formats from [www.brighton.ac.uk/humanresources/howtoapply.html](http://www.brighton.ac.uk/humanresources/howtoapply.html)

For more general information on research at the university and other benefits, please refer to the recruitment brochure – [www.brighton.ac.uk/humanresources/jobs.html](http://www.brighton.ac.uk/humanresources/jobs.html)



Applicants are shortlisted on the extent to which they meet the selection criteria on the job description. Therefore, in your application form or CV, please ensure that you have clearly outlined how your skills and experience meet each of the selection criteria for this role, giving examples of particular relevant achievements.

Please send your application form/CV to Human Resources, University of Brighton, Mithras House, Lewes Road, Brighton, BN2 4AT. Fax: (01273) 642848. If you wish acknowledgement of receipt of your application, please send a stamped, self-addressed envelope.

Alternatively, you may also send your application via email to: [humanresources@brighton.ac.uk](mailto:humanresources@brighton.ac.uk). You should receive an acknowledgement via return email by 12.00 pm the next working day.

If you have not been contacted within three weeks of the closing date, you should assume that your application has been unsuccessful.

If you are shortlisted for interview, we will contact you via email (if you provided us with an email address). You may therefore wish to check your email regularly. If you do not have an email address, we will write to you.

## Closing date

---

The closing date for applications is Tuesday 15 January 2012.

BE  
29/11/12