

Job description

Post title	Clinical Lecturer (Honorary Consultant) in Endodontology
Department	Centre for Clinical Oral & Translational Sciences
Faculty	Faculty of Dentistry, Oral and Craniofacial Sciences
Grade/salary	The appointment will be made, on the honorary consultant salary scale according to seniority (£79,860 - £107,668 +£2162 London Weighting)
Hours of work	Full Time (10 PAs, 40 hours per week)
Period of appointment	Indefinite
NHS reporting line	Clinical Lead, Endodontology, Head of Restorative Clinical Group
Responsible to	Executive Dean and through him/her the Academic Lead for Endodontology
Responsible for	<ul style="list-style-type: none"> • Undertaking research complementary to the overall research strategy of the academic Division, broader Faculty and Kings Health Partners (KHP) Dental CAG and at a level commensurate to a KCL Lecturer appointment. • Delivery of high quality teaching within the discipline of Endodontology to Undergraduate and Postgraduates students of Kings College London. • Providing outstanding patient care in line with expected standards of clinical delivery.
Campus	The post will be based at Guy's London Bridge campus, however, work on other campuses may be necessary from time to time.

Role profile

About the Faculty

The Faculty of Dentistry, Oral & Craniofacial Sciences, comprises the largest dental school in Europe and is a centre of excellence in the UK for oral, craniofacial and dental research. The Faculty has an outstanding record for quality assurance in learning and teaching and is the premier place to study dentistry in the UK. The Faculty is one of the top five centres of excellence in the world for dental education, research and, through its Dental Institute partners, oral healthcare provision. The Faculty's international excellence in research has been confirmed by the outcome of the 2014 UK Research Excellence Framework (REF), in which it ranked first place for the overall power of research.

The Faculty's international reputation is reflected by our ranking of 1st in the 2020 QS World University Rankings for Dentistry. Our international reputation attracts students and staff from across the globe. The largest dental academic centre in the UK, we teach over 800 undergraduate students, 400 graduate taught students including 200 on flexible learning programmes and over 100 graduate research students. The Faculty forms part of the Dental Institute, which draws together colleagues from Kings College London and our world famous associate hospitals – Guy's and St Thomas' NHS Foundation Trust and Kings College Hospital NHS foundation Trust. As well as undertaking and actively promoting cutting edge basic, clinical and translational research, the Dental Institute provides both routine and specialist clinical care and educates and trains dental personnel at all levels, including dental care professionals.

The Dental Institute's overarching aim is to maximise impact on health and wellbeing by integrating excellence across four areas: world-class science, clinical approaches, patient care and education, to provide scientifically informed solutions to clinical problems. To achieve this goal, basic scientists are juxtaposed to clinicians, physicists and tissue engineers focusing on diseases of world-wide importance, while health practitioners, social and behavioural scientists provide translation of science into practice and policy.

The Faculty of Dentistry, Oral & Craniofacial Sciences is formed of 3 research Centres: Craniofacial and Regenerative Biology; Host-Microbiome Interactions and Oral, Clinical & Translational Sciences. In addition, there is a well supported Oral Clinical Research Unit (OCRU) for conducting clinical research projects, which are typically commercially or research grant funded. These groups sit alongside, and have key interactions with, the Centre for Dental Education, led by the Dean for Education. This structure is designed to achieve our overall vision to be the world's leading centre for oral, dental and craniofacial education, research and clinical care.

In making new appointments to its exceptional academic staff the Faculty seeks to attract and appoint outstanding individuals capable of making important, new contributions to the Faculty, maintaining its considerable momentum at the cutting edge of oral health sciences. The Faculty is forward-looking and dynamic with many state-of-the-art facilities in which to pursue ground-breaking research and developments in the education of the dental team.

Teaching in Endodontology is organised through the academic Endodontology team, which includes 20 clinical teaching academic staff including full time clinical academic staff, and part time clinical teachers, many of whom are registered specialists in Endodontology. Undergraduate education in Restorative Dentistry is delivered through Integrated Clinical Care (ICC) clinics. Teaching is provided by teams consisting of dentists with a particular interest in, or who are specialists in Fixed and Removable Prosthodontics, Endodontology and Endodontics and general practice/Conservative Dentistry.

Postgraduate Education in Endodontology is an important part of the activities of the Unit. The unit runs a (3 year full time, 4 yr part time) Masters in Clinical Dentistry (Endodontology) and Specialist Training Programme leading to completion of specialist training in Endodontology, and a Distance Learning Master in Endodontics Approximately 10 students are accepted on this course every year.

We are seeking to recruit a Clinical Lecturer (HCC) in Endodontology. An Honorary Consultant Contract will be sought from Guys and St Thomas NHS Foundation Trust for the successful applicant(s).

For further information see:

Accountability:

- The postholder is managerially accountable to the Centre Lead, whilst ultimate accountability rests with the Executive Dean of the Faculty and broader Dental Institute.
- The postholder is accountable to the Dean for Research for the research elements of the post.
- The postholder is accountable to the Dean for Education for undergraduate and postgraduate teaching and training.
- The postholder is accountable to the Clinical Director and the General Manager of the Dental Directorate within Guy's and St Thomas' NHS Foundation Trust, for the provision of clinical services, and for associated managerial and administrative functions. The postholder will observe all appropriate policies of the Foundation Trust protocols and procedures whilst undertaking clinical work with any Trust patients and patient materials.

Key objectives:

- Contribution to the delivery and development of KCL undergraduate and postgraduate teaching programmes in Endodontology.
- Undertake research complementary to the overall research strategy of the Faculty and Kings Health Partners (KHP) Dental CAG and at a level commensurate to a KCL Clinical Lecturer appointment (see Appendix A for indicative standards of performance).
- Contribute to day-to-day clinical practice in Endodontology / Restorative Dentistry.
- Undertake such administrative, managerial, and other duties as are reasonably to be expected of a member of clinical academic staff, as agreed with Divisional/Clinical Lead.
- Achieve the above objectives in a coordinated way by effective teamwork and collaboration with colleagues.

Academic Duties:

Research:

- Lead, conduct and acquire resources for research complementary to the overall research strategy of the Faculty. Research areas in host- microbial interactions, endo-systemic interactions and clinical research would be particularly encouraged.
- Develop national and international research links and a high profile in the subject or field, eg by attending and presenting at national and international conference.
- Publish research results in the leading specialist and non-specialist peer reviewed academic journals. It is expected that some of these outputs will be appropriate for return in the Research Excellence Framework.
- Secure appropriate external funding and recruitment of postgraduate research students.
- Provide high quality supervision to undergraduate and postgraduate students engaged in research, postdoctoral research workers and research assistants, as appropriate.
- Develop appropriate collaborations with other research staff within the Institute and more widely and support.
- Support research development in other team members.
- Adhere to appropriate policies and legislation regarding clinical research as appropriate e.g. informed consent, International Conference on Harmonisation (ICH), Good Clinical Practice (GCP)

Teaching:

- Participation in KCL undergraduate and postgraduate teaching programmes in Endodontology through delivery of high quality seminar, lecture and clinical teaching activities.
- Contribute to curriculum development within the Faculty.
- Contribute to the organisation, delivery and assessment of undergraduate and postgraduate students. This will include contributing to course organisation as well as setting and marking of examinations.

- Supervise and assess undergraduate and postgraduate projects, dissertations and theses. To act as a personal tutor, for a maximum of 5 students including pastoral care and supporting students in maximising the benefit of their time at King's College London.

Administration/Management:

- Participation in Centre meetings, Faculty committees, relevant curriculum committees etc. The post holder may also be expected to attend committees etc for assessment, education and research.
- To participate in collective activities such as unit seminars, journal clubs, audit etc.
- To demonstrate leadership skills with regard to individual performance and when participating in national or local initiatives.
- To carry out such Faculty, Institute, or University, administrative tasks as may be required by the Executive Dean, or their nominee.

Clinical Duties:

The appointee will join a team of honorary consultants, NHS consultants and specialists in all areas of clinical care provision.

The postholder is required to have and maintain full registration with the General Dental Council. Staff are expected to have membership of one of the dental defence organisations. An honorary consultant contract with Guy's and St Thomas's Foundation Trust will be provided.

- To provide high quality care to patients
- Contribute to clinical dental training to undergraduate or postgraduate students and trainees.
- Accept and assume a role as part of an interdisciplinary team;
- To ensure appropriate staff development and positively encourage staff innovation for improving delivery Endodontology teaching, quality of patient care and information, peer review and audit.
- Adopt systems of work as required by the local rules and maintain standards of clinical governance;
- Undertake appropriate professional duties, such as involvement in professional bodies;
- To assist in the development and evaluation of new procedures and keep appropriate records of data obtained, in accordance with the requirements of an Ethics Committee and the Data Protection Act.

Indicative Job Plan:

Total number of Programmed Activities (PAs) = 10

		Number of programmed activities
Programmed activities for direct clinical care:	Consultant-led new patient assessment clinics. Own patient treatment sessions. Clinical supervision and teaching of postgraduate students	4
Supporting programmed activities:	Job planning preparing for yearly appraisal, continuing professional development, clinical governance including audit.	1
Academic Programmed activities	Research Postgraduate and undergraduate teaching Academic management	5
Total		10

Additional Programmed Activities

There may be additional programmed activities with agreement with the Clinical Lead/Centre Lead, which will be assessed annually at the time of appraisal.

Proposed weekly timetable

The table below is indicative of the normal working week. Precise clinical commitments will be dependent upon the clinical expertise of the successful candidate and will be determined through joint discussion and agreement with Guy's and St Thomas' Foundation Trust, this will be reviewed at least annually as part of the job planning process. There is an expectation of cross-campus working, in particular between the St Thomas' site and Denmark Hill.

	Time	Morning session	Category	No. PAs
Monday	08:30 – 12:30	PG clinic supervision	DCC	1
	13:00 – 17:00	Treatment Session	DCC	1
Tuesday	08:30 – 12:30	Endo (Teaching) new pt Clinic	DCC	1
	13:00 – 17:00	Endo (Teaching) new pt Clinic	DCC	1
Wednesday	08:30 – 12:30	Research	ACAD	1
	13:00 – 17:00	Research	ACAD	1
Thursday	08:30 – 12:30	Patient Admin, Clinical Gov/audit	SPA	1
	13:00 – 17:00	Research	ACAD	1
Friday	08:30 – 12:30	Research	ACAD	1
	13:00 – 17:00	Management / PG seminar	ACAD	1

Regular meetings:

Departmental and other meetings are included in the timetable above

Clinical Governance:

- The postholder must have an awareness and understanding of clinical governance issues and is expected to participate in Clinical Governance activities related to their clinical work. The post holder is expected to participate in Trust clinical effectiveness activities, and to encourage and foster improvements in the quality and standards of clinical services. The post-holder will assist with the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish
- The postholder is required to participate fully in the joint University/Trust job planning, appraisal and Personal Development Review processes and to maintain an appropriate portfolio of work activities for revalidation purpose

Continuing Professional Development:

- The post holder is expected to take responsibility for their own Continuing Professional Development and take part in Continuing Education activities, in line with the requirements of the General Dental Council (GDC and Royal College) Guidelines
- The post-holder must be committed to the concept of lifelong learning and produce and maintain a Personal Development Plan in agreement with their nominated Head of Service. Continuing education is essential: time and financial support may be available for participation in this

- Study leave is available under the Terms and Conditions of Service for Hospital Medical and Dental staff, subject to the approval of the nominated Head of Service

Teaching and Training:

- The Trusts are committed to sustaining and advancing the provision of medical, dental, nursing and other professional education and to the delivery of high quality postgraduate and undergraduate training.
- As part of their clinical supporting programmed activities, the post-holder is expected to participate fully in the teaching and training of junior staff as appropriate. For the majority of Consultants this will involve specific timetables and regular teaching commitments agreed with the nominated Head of Service, and supervised by Educational Supervisors
- The post holder will also be expected to assist in the training of nursing and other staff as appropriate.

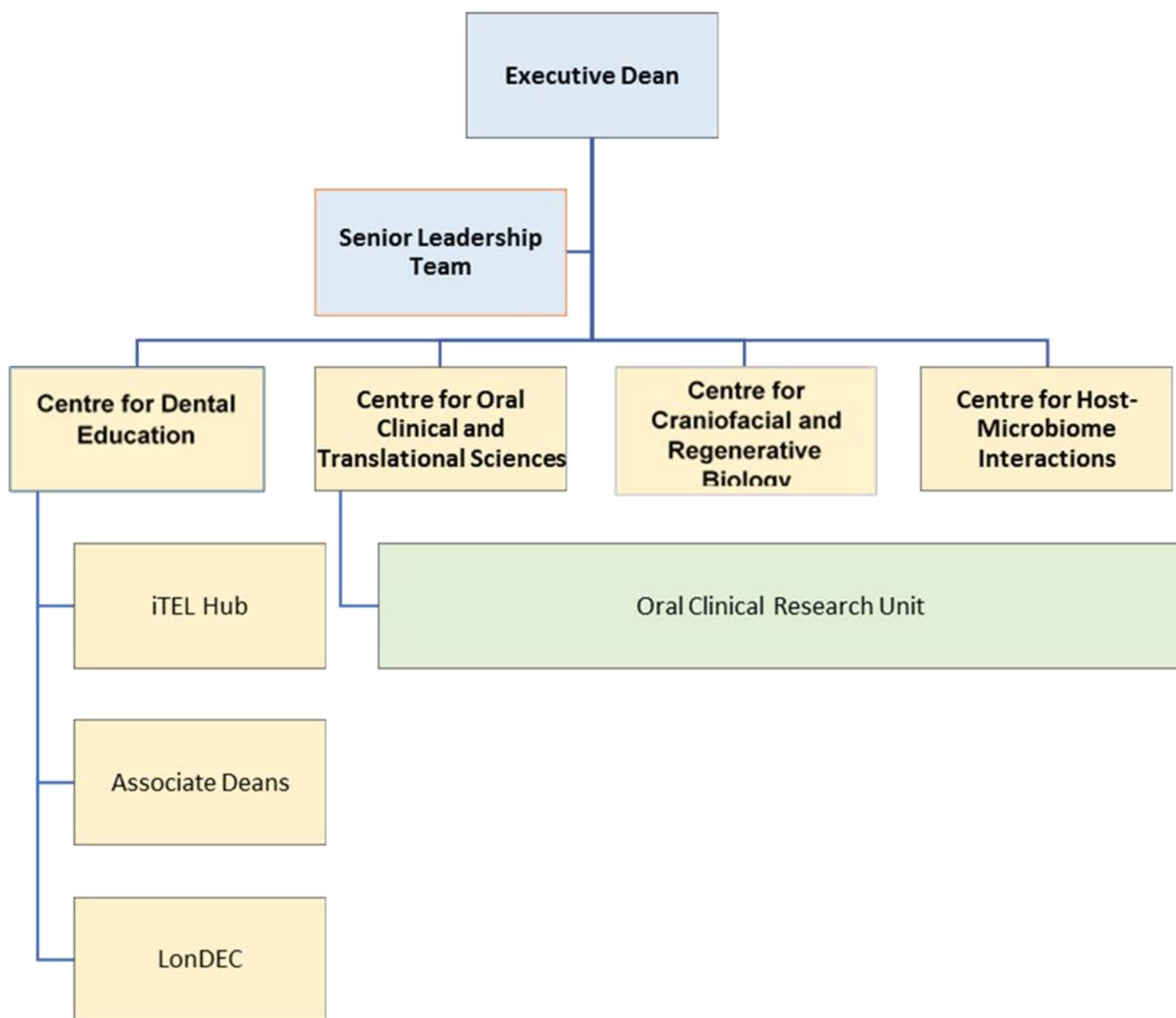
Health and Safety:

- The post holder is expected to undertake the appropriate management responsibilities, and be aware of individual responsibilities in accordance with Trust and local Health and Safety policy and report as necessary, any untoward accident, incident or potentially hazardous environment. The post holder will promote and implement all Health and Safety Policies. The Trust and University operate a No Smoking Policy

Other:

- The postholder must ensure they are fully aware of and comply with the University/Trust policies and procedures in relation to, *inter alia*, confidentiality, health and safety at work, COSHH regulations, infection control, safe handling of drugs, and all local safety rules regarding fire, chemical, radioisotope and gene manipulation hazards.
- The postholder must at all times carry out their responsibilities with due regard to the University and Trust equal opportunities policies.
- The postholder must at all times respect the confidentiality of electronically stored personal data in line with the requirements of the Data Protection Act.
- Due to the nature of the work, this post is exempt from the provision of section 4 (2) of the Rehabilitation of offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions, including those which, for other purposes are “spend” under the provisions of the Act. Failure to disclose such information may result in dismissal or disciplinary action.
- Appointment is subject to satisfactory pre-employment health screening carried out by the Trust and University following recommendation for appointment.
- This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed
- The duties of the post outlined above are not exhaustive, and the postholder is expected to be co-operative and flexible, undertaking such other duties as may from time to time be reasonably expected of a member of clinical academic staff in a university.
- These duties will be subject to review in line with the changing requirements of the Dental Institute, Faculty, University or Trusts, and with the development needs of the postholder as identified through regular review processes.

Current Organisational chart



Further details of the Institute may be found on its website: www.kcl.ac.uk/dentistry

Person specification

Eligibility to work in the United Kingdom

Applications are welcome from international candidates. For details of routes to obtaining permission to work in the UK please refer to the UK Visas and Immigration website:

www.gov.uk/visas-immigration

Clinical Lecturer Criteria

Criteria	Essential	Desirable	How identified and assessed*
*For 'How identified and assessed' use: AP - application, AS - assessment, I - interview, P - presentation, R - references			
Education / qualification and training			
Full GDC registration with licence to practice and eligible for entry on Specialist Register for Restorative Dentistry and / or Endodontology, or within 6 months	X		AP
PhD or equivalent	X		AP
Specialty training in Endodontology	X		AP
A recognised teaching qualification		X	AP
Knowledge / skills			
Demonstrable evidence of competitive and externally funded research		X	AP/I
Record of publication of high-quality research outputs in leading specialist and non-specialist peer reviewed academic journals		X	Ap
Sound knowledge of research methodologies and governance requirements	X		AP/I
Experience of advanced clinical procedures in Endodontology such as regenerative and surgical endodontics		X	AP/I
Experience of multidisciplinary clinical audit and demonstrable commitment to improving quality of care to patients	X		AP/I
The ability to take individual responsibility for planning and undertaking own work, according to clinical and scientific deadlines	X		I
The ability to develop and lead a solid programme of research		X	AP/I
Knowledge of different types of educational approaches for delivery of curricula		X	AP & I
Experience			
Experience of developing and leading research projects; securing grant income and supervising trainees in their research		X	AP&I
Experience of teaching and clinical supervision of undergraduate and postgraduate students and supervision of research students		X	AP & I
Experience of line management of junior staff		X	AP & I
Working as part of a multidisciplinary research team, relying on and supporting others effectively	X		AP & I

Criteria	Essential	Desirable	How identified and assessed*
*For 'How identified and assessed' use: AP - application, AS - assessment, I - interview, P - presentation, R - references			
Use of computers/software including database and research literature searching	X		AP & I
Understanding of the concepts and application of clinical governance	X		AP/I
Personal characteristics/other requirements			
Strong team building and motivational skills with the ability to energise and inspire staff	X		AP/I
Organized and systematic approach to work on multiple projects	X		AP & I
Good verbal and written communication skills	X		AP & I
Good computing skills	X		AP & I
Ability to manage multiple and demanding stakeholders whilst working to deadlines	X		AP & I
Ability to work without close supervision	X		AP & I
Ability to plan and prioritise workload	X		AP & I

Disclosure and Barring Service Clearance (DBS formerly CRB)

This position is exempt from the Rehabilitation of Offenders Act (1974). As such, shortlisted candidates will be required to declare full details of any criminal background, regardless of whether the conviction is spent, and the university will be required to apply for an enhanced disclosure (a criminal records check) from the Disclosure & Barring Service in relation to the successful candidate.

Level of DBS Clearance required - indicate all applicable aspects:			
Carrying out regulated activities ¹ :	Yes	No Regulated Activity but contact with vulnerable groups ² :	No
No Regulated Activity but deemed a position of trust ³ :	No	Situated in a Regulated Environment i.e. NHS premises ⁴ :	Yes
<ol style="list-style-type: none"> 1. The scope of Regulated Activity for work with children and young people is defined under the age of 18 years old. An adult is not considered to be vulnerable due to any personal characteristic: however, an adult may be regarded as vulnerable due to particular circumstances at a particular time, for example when they are receiving treatment in a hospital. 2. Contact with vulnerable groups must meet the frequency threshold of 4 days in a 30 day period. 3. A position of trust is any post that requires authorisation for restricted access to confidential data (not including anonymised patient data), premises or currency. 4. KCL buildings do not qualify as regulated environments and only our partner NHS Trust sites qualify as regulated environments. 			

Further information about the Disclosure scheme can be found at: www.gov.uk/dbs

A criminal record will only be taken into account for recruitment purposes, where the conviction is relevant to the position being applied for, and whether this is the case, will not necessarily bar candidates from employment. Any decision will depend on the precise nature of the work, the circumstances and background to the offence(s). The same procedure will be followed for university staff applying internally for a vacancy.

Occupational Health Clearance

This appointment is subject to Occupational Health clearance. The successful applicant will be sent an Occupational Health Questionnaire along with their contract of employment. When the Occupational Health Department at King's College Hospital have evaluated the questionnaire and declared that they are fit for appointment, your appointment start date will be formally confirmed.

Specific aspects - indicate frequency D (daily), W (weekly), M (monthly) where applicable:			
Intensive Display Screen Equipment work (e.g. data entry or digital microscopy) ¹ :	W	Direct patient contact involving exposure prone procedures (EPP) ² :	D
Heavy manual handling ¹ :		Direct patient contact, no EPP ²	D
Highly repetitive tasks (e.g. pipetting or re-shelving books) ¹ :	M	Work with patient specimens (e.g. blood or tissue samples) ² :	D
Shift work, night work or call-out duties ² :		Work with GM organisms or biological agents that may pose a hazard to human health ² :	W/M
Work involving risk of exposure to environmental or human pathogens (e.g. in waste streams or soils) ²	W/M	Hazards which require health surveillance e.g. respiratory sensitisers (allergens, substances with risk phrase R42, wood dust etc.) or loud noise ²	D
Driving vehicles on university business ² :		Food handling or preparation ² :	
Work at height (e.g. ladders, scaffolds etc.) ¹		Work in confined spaces (e.g. sump rooms, etc.) ¹	

1. These hazards do not require health assessment but may require advice from OH if a successful candidate declares a disability or health condition in the Health & Capability Declaration.
2. These hazards automatically require the successful candidate to undergo employment health assessment to identify any necessary health surveillance, recommended vaccinations or other risk control measures. The Occupational Health option must be checked on the SRAF or the Employment Checks page in the e-Recruitment system.

Equal opportunities

King's College London recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the university's commitment to equality and diversity:

- To provide and promote equality of opportunity in all areas of its work and activity;
- To recognise and develop the diversity of skills and talent within its current and potential community;
- To ensure that all university members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio-economic status or any other irrelevant distinction;
- To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation;
- To foster good relations between individuals from different groups and tackle prejudice and promote understanding.

King's has been a member of the Athena SWAN Charter since 2007 and first gained its Bronze institutional award in 2008. Our award was successfully renewed in 2016 for a further four years. The Athena SWAN agenda forms part of a wider suite of diversity and inclusion work streams. Working with the Charter is helping King's to identify best practice for the working environment of all staff working in science disciplines.

About King's

King's College London is one of the top 10 universities in the world (2020 QS World University Rankings) and among the oldest in England. King's has more than 31,000 students (of whom nearly 12,800 are graduate students) from some 150 countries worldwide, and some 8,500 staff.

King's has an outstanding reputation for world-class teaching and cutting-edge research. In the 2014 Research Excellence Framework (REF) King's was ranked 6th nationally in the 'power' ranking, which takes into account both the quality and quantity of research activity, and 7th for quality according to Times Higher Education rankings. Eighty-four per cent of research at King's was deemed 'world-leading' or 'internationally excellent' (3* and 4*). The university is in the top seven UK universities for research earnings and has an overall annual income of more than £778 million.

King's has a particularly distinguished reputation in the humanities, law, the sciences (including a wide range of health areas such as psychiatry, medicine, nursing and dentistry) and social sciences including international affairs. It has played a major role in many of the advances that have shaped modern life, such as the discovery of the structure of DNA and research that led to the development of radio, television, mobile phones and radar.

King's College London and Guy's and St Thomas', King's College Hospital and South London and Maudsley NHS Foundation Trusts are part of King's Health Partners. King's Health Partners Academic Health Sciences Centre (AHSC) is a pioneering global collaboration between one of the world's leading research-led universities and three of London's most successful NHS Foundation Trusts, including leading teaching hospitals and comprehensive mental health services. For more information, visit: www.kingshealthpartners.org.

King's £600 million campaign, World questions|KING's answers, has delivered huge global impact in areas where King's has particular expertise. Philanthropic support has funded new research to save young lives at Evelina London Children's Hospital; established the King's Dickson Poon School of Law as a worldwide leader in transnational law; built a new Cancer Centre at Guy's Hospital; allowed unique collaboration between leading neuroscientists to fast-track new treatments for Alzheimer's, Parkinson's, motor neurone disease, depression and schizophrenia at the new Maurice Wohl Clinical Neuroscience Institute; created the Cicely Saunders Institute: the first academic institution in the world dedicated to palliative care, and supported the King's Sierra Leone Partnership in the Ebola crisis. Donations provide over 300 of the most promising students with scholarships and bursaries each year.

Please see the link below for further supporting information for prospective applicants, including some additional information about the university including rankings, research outputs, King's Health Partner Trusts and our current fundraising initiative: www.kcl.ac.uk/aboutkings

About the Health Faculties at King's College London

Health-related research, education and innovation unify four Faculties at King's College London: the Faculty of Dentistry, Oral and Craniofacial Sciences; the Institute of Psychiatry, Psychology & Neuroscience; the Faculty of Life Sciences & Medicine; and the Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care.

Together, we have a distinguished and expanding reputation as one of the world's leading centres of health-related education and research.

With the NHS Foundation Trusts of Guy's and St Thomas'; King's College Hospital, and South London and Maudsley, King's is the academic partner of King's Health Partners, one of the six Academic Health Sciences Centres in England designated by the Department of Health. The mission of King's Health Partners is to advance health and wellbeing by integrating world class research, care, education and training.

Situated across four campuses in central London – three of which are co-located with our major NHS partners – our education portfolio includes programmes designed for pre- and post-registration healthcare professionals, basic scientists and clinicians. Our Health Faculties are home to more than 12,000 health professions students, making King's the largest centre for healthcare training in Europe.

Our internationally renowned research embraces the entire 'bench to bedside to population' continuum, with interdisciplinary groups engaging in fundamental scientific discovery and experimental medicine through to clinical trials and health improvement sciences. The 2014 REF exercise confirmed King's position as one of the top universities for impact of its health research.

The Health Faculties at King's hosts more than 25 externally awarded centres of excellence including four Medical Research Council centres and four NIHR Research Centres.

King's is a founder member of the Francis Crick Institute, a biomedical discovery institute bringing together six of the UK's most successful scientific and academic organisations to understand the fundamental biology underlying health and disease and to translate discoveries into new ways to prevent, diagnose and treat major illnesses.

King's also has unique strengths in Social Science and Public Policy, Arts and Humanities and Law related to health

About the Dental Directorate within Guy's and St Thomas' Foundation NHS Trust

The Trust consists of St Thomas' Hospital at Waterloo, including the Evelina London Children's Hospital and Guy's Hospital at London Bridge.

Our hospitals have a long and proud history, dating back almost 900 years, and have been at the forefront of medical progress and innovation since they were founded. We continue to build on these traditions and have a reputation for clinical, teaching and research excellence.

We provide a full range of hospital services for our local communities, as well as community health services for people living in Lambeth and Southwark. We also provide specialist services, for patients from further afield, including cancer, cardiac, kidney, women's and orthopaedic services and we are home to the Evelina London Children's Hospital. We have one of the largest critical care units in the UK and one of the busiest A&E Departments in London. See www.guysandstthomas.nhs.uk for further details. We also have a positive approach to corporate social responsibility and are keen to engage our staff in an agenda that ranges from promoting environmental sustainability to the creation of local employment opportunities.

Information regarding on how we score on patient safety and experience can be found in the following specific report <http://www.guysandstthomas.nhs.uk/about-us/how-we-are-doing/home.aspx>

The Dental Hospital is the largest in Europe with modern, state-of-the-art clinical facilities including 250 dental chairs within Guy's Tower and 20 dental chairs at St Thomas'. Undergraduate clinical education in restorative dentistry is currently carried out in 4 large Integrated Clinical Care (ICC) Team clinics on Floors 21, 25 and 26. Postgraduate consultant-led clinical education in Orthodontics, Prosthodontics, Endodontics and Periodontics is carried in the Postgraduate Centre on Floor 22. Oral Surgery clinical facilities (including two day case theatres) and Dental Radiology are located on Floor 23, Sedation and Special Care Dentistry are located on Floor 26 and Paediatric Dentistry is based in the Dental Centre at St Thomas' co-located with the Evelina London Children's Hospital. Every Year the Dental Hospital provides clinical care for approximately 170,000 patients mainly from London and the South East.

Academic performance Framework

The following framework indicates the level of activities Lecturer within the KCL Dental Institute would be expected to undertake. Academic staff members should aim for a balanced portfolio; however, it is recognised that this balance may be different amongst individuals. This framework is used as a key reference point when reviewing annual academic performance.

Lecturer

<p>Research</p> <p>Students:</p> <ul style="list-style-type: none"> • Supervision of one or more PhD/MD students as secondary supervisor, moving to primary position later • Actively engage in PGR thesis committee work <p>Papers:</p> <ul style="list-style-type: none"> • Minimum of 3 research publications (over a rolling five year period) consistent with 3*-4* REF outputs, as first or last/ corresponding author. This may include a substantive contribution to collaborative work of exceptional quality <p>Grants/IP:</p> <ul style="list-style-type: none"> • A project grant (or equivalent) supporting a laboratory/desk-based research group with 1-2 research staff; and/or Co-PI on major grants where there is a recognised and substantive contribution • Industrial/commercial funding to underpin applied or translational research <p>Esteem:</p> <ul style="list-style-type: none"> • Presentations at UK HEIs, and national conferences • Reviewing articles for high impact journals • Faculty and school research awards • Membership of subject associations or professional bodies • Contribution to books <p>Future sustainability:</p> <ul style="list-style-type: none"> • Clear forward plan for sustaining and enhancing research, consistent with the faculty's research strategy self-development; e.g. courses on supervision, management, Service to Society etc. 	<p>Education</p> <p>Students:</p> <ul style="list-style-type: none"> • Provide guidance and support to students in completion of SSMS • Supervision of undergraduate and/or postgraduate projects • Personal tutor to BDS, BSc and/or MSc students • Receiving and responding to student feedback • Respond appropriately and inclusively to students' queries • Engagement in student wellbeing (home and international students) • Engagement in Internationalisation of the curriculum <p>Delivery</p> <ul style="list-style-type: none"> • Effective and collaborative engagement with the student body (through staff/student liaison and KCLSU) • Delivery of lectures, workshops etc. <p>Innovation:</p> <ul style="list-style-type: none"> • Innovative and effective teaching, including use of service learning, technology, space and resources, approaches to assessment, personal tutoring or clinical advising <p>Esteem:</p> <ul style="list-style-type: none"> • Presentations at UK HEIs, and national conferences • Faculty and School Teaching and Service awards • Membership of subject associations or professional bodies <p>Future sustainability:</p> <ul style="list-style-type: none"> • Clear forward plan for sustaining and enhancing teaching, consistent with the faculty's education strategy • Completion of relevant/appropriate postgraduate qualification in HEI teaching • Self-development; e.g. courses on teaching, mentoring
<p>Management</p> <ul style="list-style-type: none"> • Member of faculty committees and boards • Recruit, mentor and manage high quality staff, within agreed frameworks and procedures • Undertake Performance Development Reviews (PDRs), consistent with university guidance, and in accordance with the faculty's performance framework • Ensure adherence to university and externally agreed frameworks, procedures and regulations e.g. research concordat, health and safety, education • Participate in the development and delivery of diversity and inclusion initiatives such as Athena SWAN and the Race Equality Charter Mark, and demonstrate inclusive working practices <p>Leadership</p> <ul style="list-style-type: none"> • Effective performance of academic administrative duties (i.e. module leadership, examinations, admissions) • Contribution to peer review and divisional based development activities (away days, reviews, policy changes etc.) • Reflective practice and communication of scholarly work, through peer engagement, publication or conferences • Taking ownership in development of own leadership • Contribution to the delivery of the Dental Institute Service to Society agenda • Contributing to the delivery of the College and DI international agenda 	<p>Knowledge Dissemination, Innovation and Impact</p> <p>Public Engagement</p> <ul style="list-style-type: none"> • Engagement with the public (including NHS, DfE) or cultural sectors, with industry, business or professional bodies • Engagement with public bodies, Royal Colleges and regulators and develop new relationships <p>Collaboration</p> <ul style="list-style-type: none"> • Collaborations within and outside of division and faculty through joint grant applications, joint PhD studentships including where possible clinical collaboration • Engagement with non-UK HEIs and international bodies (for example the EUA) to share good practice and innovation • Aligning institute service activity to College priorities where desirable <p>Impact & Innovation</p> <ul style="list-style-type: none"> • Engage with and/or facilitate research impact beyond academia • Assess the potential of research to create intellectual property, spin-out companies, working with industry and/or translate into products etc. • Assess the potential of research to change policy, clinical practice, contribute to the global health agenda, etc. <p>Clinical Responsibilities</p> <p>As agreed per contract and renewed yearly as per job planning with NHS partner. Please refer to annual clinical reviews.</p>

Summary of Terms and Conditions of Service

This appointment is made under the King's College London Terms and Conditions of Service for Academic staff, a copy of which is available from the Recruitment Team upon request.

Probation

Three years academic probation

Annual leave

30 working days per annum pro rata (please note the annual leave year runs from January-December) bank holidays and customary closure days in are in addition to the annual leave entitlement. Staff receive four additional customary closure days in December. Notification as to how these days are taken is circulated at the start of the academic year.

Superannuation

This appointment is superannuable under the USS www.uss.co.uk pension scheme. In accordance with recent legislation, we automatically enrol our staff in a pension scheme if they meet certain age and earning criteria. This is known as auto-enrolment. The university collects pension contributions via a salary sacrifice method called *PensionsPlus*. These deductions are made before the calculation of tax and national insurance is calculated; therefore reducing the amount you pay.

Staff already superannuated under the NHS Superannuation Scheme may opt to remain in that scheme provided an application to do so is received by the NHS scheme trustees within three months of appointment to King's College London. Please note that NHS Superannuation Scheme: Medical Schools are classed as "Direction Employers" and some benefits of the NHS Scheme are not available to Direction members.

Alternatively staff may opt to take out a personal pension. Please note that the university does not provide an employer's contribution towards a private pension plan.

Staff benefits

King's College London offers a wide range of staff benefits. For the full comprehensive list of staff benefits please refer to our website: www.kcl.ac.uk/hr/staffbenefits

Equal opportunities

King's College London recognises that equality of opportunity and the recognition and promotion of diversity are integral to its academic and economic strengths. The following principles apply in respect of the university's commitment to equality and diversity:

- To provide and promote equality of opportunity in all areas of its work and activity;
- To recognise and develop the diversity of skills and talent within its current and potential community;
- To ensure that all university members and prospective members are treated solely on the basis of their merits, abilities and potential without receiving any unjustified discrimination or unfavourable treatment on grounds such as age, disability, marital status, pregnancy or maternity, race, religion or belief, sex, sexual orientation, trans status, socio-economic status or any other irrelevant distinction;
- To provide and promote a positive working, learning, and social environment which is free from prejudice, discrimination and any forms of harassment, bullying or victimisation;
- To foster good relations between individuals from different groups and tackle prejudice and promote understanding.

King's has been a member of the Athena SWAN Charter since 2007 and gained its Bronze institutional award in 2008. Our award was successfully renewed in September 2013 for a further three years. The Athena SWAN agenda forms part of a wider suite of diversity and inclusion work streams. Working with the Charter is helping King's to identify best practice for the working environment of all staff working in science disciplines.

Applying for the post

At the bottom of the HireWire advert you will be directed to download and complete the required application form. Please then upload your application form via your profile into the HireWire system.

We will not accept curriculum vitae in isolation and you must complete the required application form for your application to be considered.

Applicants with disabilities

King's College London is keen to increase the number of disabled people it employs. We therefore encourage applications from individuals with a disability who are able to carry out the duties of the post. If you have special needs in relation to your application please contact the Recruitment Coordinator responsible for the administration of the post on recruitmentteam@kcl.ac.uk

Response

All applications will be considered with respect to the criteria outlined in the person specification. We aim to contact you within four weeks of the closing date to inform you if you have been selected for interview. Due to the large number of applications we receive we are unfortunately not able to provide feedback at the shortlisting stage.
