FLORENCE NIGHTINGALE FACULTY OF NURSING, MIDWIFERY & PALLIATIVE CARE

THE INSTITUTE OF PSYCHIATRY, PSYCHOLOGY & NEUROSCIENCE (IoPPN)

SOUTH LONDON & MAUDSLEY NHS FOUNDATION TRUST (SLaM)

PROFESSOR OF MENTAL HEALTH NURSING
About King’s

King’s College London offers an intellectually stimulating environment in which to work, where staff are dedicated to the advancement of knowledge and learning, in the service of society. We are a multi-faculty institution, providing high-quality teaching, research and innovation across the sciences, humanities, medicine, law, dentistry, and social sciences. As a member of the Russell Group, an association of leading UK research-intensive universities, we are committed to maintaining the highest standards in research and education. King’s is the largest centre for the education of healthcare professionals in Europe, and is home to five Medical Research Council Centres spread across its three teaching hospitals.

King’s is one of the top 25 universities in the world (2018 QS World University Rankings) and the fourth oldest university in England, based in the heart of London. King’s has nearly 30,000 students from 150 countries, and some 8,000 employees.

Top ten nationally for research ‘power’ and ‘quality’

King’s is in 6th position* nationally in the ‘power’ ranking. ‘Power’ takes into account both the quality and the quantity of research activity. King’s is in 7th position* for quality. 84 per cent of our research has been deemed 3* and 4* meaning that it is regarded as ‘world-leading’ or ‘internationally excellent’. The proportion of the university’s overall submission classified as 4* is 39 per cent. King’s submitted 1,369 staff and 80 per cent of eligible staff were submitted to REF 2014.

King’s Strategic Vision 2029

King’s Strategic Vision looks forward to our 200th anniversary in 2029. It shows how King’s will make the world a better place by focusing on five key strategic priorities: educate to inspire and improve; research to inform and innovate; serve to shape and transform; a civic university at the heart of London; an international community that serves the world.

The Vision demonstrates how King’s will continue to inspire future generations, through a rounded education, to be the critical thinkers, problem solvers and change-makers the world needs. Through the highest quality disciplinary research and interdisciplinary collaborations, King’s staff and students will contribute insights into and solutions for the world’s many diverse challenges. As a community of staff, students, partners and collaborators, King’s will serve the needs and aspirations of society both locally and across the globe. For further information on our strategic plans please visit our website here where you can download the Vision 2029.
King’s Health Partners

King’s Health Partners Academic Health Sciences Centre brings together one of the world’s top research-led universities, King’s College London, and three of London’s most highly regarded NHS Foundation Trusts – Guy’s and St. Thomas’, King’s College Hospital and South London and Maudsley.

Our partnership provides a powerful combination of complex clinical specialties that cover a wide range of physical and mental health conditions and a breadth of research expertise that spans disciplines from medicine and biomedical sciences to the social sciences and humanities.

There are three parts to our mission: excellence in research, education, and clinical care. To support our mission, we are delivering programmes of work to:

- Join up mental and physical healthcare so that we treat the whole person, mind and body.
- Increase the value of the care we provide and the outcomes we achieve for our patients and service users.
- Integrate care across local primary, secondary and social care services to make it easier for people to get the care and support they need.
- Improve the public health of our local community by tackling inequalities and supporting people to lead healthier lives.
- Bring together our collective strength and expertise in a range of specialist areas to deliver world-leading care, research, and education.

KHP is uniquely structured to deliver our mission for excellence, the 22 contributing Clinical Academic Groups (CAGs) bring together all the clinical services and staff from the three trusts with the relevant academic departments of King’s College London.
The Hiring Partners

The Institute of Psychiatry, Psychology & Neuroscience (IoPPN)

The IoPPN is a world leader in the research, study and practice of psychiatry, psychology and related disciplines. Our world-class research-led learning experience attracts the very best students from around the world who enjoy unrivalled learning opportunities.

We have three world class divisions: Psychology & System Sciences, Psychiatry and Neuroscience, which share a vision to understand how the mind and the brain work and to use this understanding to improve quality of life and clinical outcomes of individuals with mental health problems or neurological disorders.

We have an enduring tradition of training and cultivating the finest scientific minds in the field. Our strong partnerships with NHS foundation trusts, industry, policy-makers and healthcare organisations, and the global reach of our collaborative relationships, means that our students enjoy unrivalled learning, placement and employment opportunities. We embrace engagement with partners locally, nationally and globally, with a culture that values our dedicated community of scholars, students and professional services staff and promotes diversity and inclusion.

We are at the forefront of global mental health research and through our partnerships that foster research and training in policy, prevention, treatment and care around the world. We are part of the Academic Health Sciences Centre King’s Health Partners. Our impact is local, national and global too.

Health Service and Population Research Department (HSPRD)

Health Service and Population Research is an outward looking department, providing leadership and coordination for collaborative networks working across King’s College London and with our local NHS Trust, King’s Health Partners, and with a number of institutions worldwide.

- Centre for Global Mental Health, a joint centre between King’s Health Partners and London School of Hygiene and Tropical Medicine
- WHO Collaborating Centre for Research and Training in Mental Health
- Service User Research Enterprise (SURE)
- Maudsley International
- King’s Improvement Science (King’s Health Partners)
HSPRD engages in:

- Research, training and capacity-building
- Improving coverage and access to evidence-based mental health treatment and care
- Driving-up the quality of mental health services, and achieving the best outcomes for those that use them
- Exposing and challenging stigma and discrimination, promoting recovery and rights.

We share our knowledge and skills with students through our taught programme MSc in Global Mental Health. Our over 40 PhD students from at least 16 countries contribute to a vibrant and diverse educational experience.

Our research is conducted through six Research Groups:

- Centre of Implementation Science
- King’s Health Economics Research Group
- Centre of Global Mental Health
- Service User Research Enterprise (SURE)
- Social Epidemiology Research Group
- Women’s Mental Health Research Group

The Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care

The Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care (FNFNMPC) is currently ranked 5th in the world university rankings and 2nd in the UK for Nursing 2018 QS World University Rankings and ranked 2nd in the world and 1st in the UK for Nursing in the 2017 Shanghai Academic Ranking of World Universities. Research from the Cicely Saunders Institute for Palliative Care, Policy and Rehabilitation, within the Faculty, ranks top in Europe and second in the world in terms of citations.

The Faculty is led by Professor Ian Norman who is supported by a team of distinguished senior academics – including Professor Irene J Higginson, the Vice-Dean for Research (who is also the Director of the Cicely Saunders Institute) and Professor Louise Barriball, the Vice-Dean for Education.

The Faculty comprises of the Cicely Saunders Institute of Palliative Care, Policy & Rehabilitation and in Nursing and Midwifery four academic departments, which are supported by the Professional Services Department: Adult Nursing, Child and Family Health, Mental Health Nursing, Midwifery.

There are 146 academic staff within the Faculty and nearly 3,000 students, and it has an annual turnover of £30m.

The Faculty traces its history back to the world’s first professional nurse training school, established by Florence Nightingale at St Thomas’ Hospital on the 9th July 1860. In 2017 the Faculty was joined by the Cicely Saunders Institute of Palliative Care, Policy & Rehabilitation, the first purpose build palliative care institute in the world. It is named after Dame Cicely Saunders, widely regarded as the founder of the hospice movement, who worked actively for the creation of a centre of excellence housing research education including palliative care courses, information provision and clinical care.
The Faculty’s mission is to pioneer the very best in nursing, midwifery and palliative care by integrating:

- Cutting-edge research: committed to building new knowledge and new approaches to care and treatment through world-leading clinical, applied and health services research.
- Skilled nursing, midwifery and multi-professional care – delivering top-quality evidence-based clinical care for patients and their carers.
- Innovation in engagement and education – to embed change in health care policy and practice nationally and internationally, engage with patients and the public, and inspire future leaders of nursing, midwifery and palliative care around the world.

We aim to deliver excellence in our education and research activities to a standard that benchmarks favourably with the very best faculties internationally, attracting staff and students of the highest calibre.

Research

The Faculty attracts an average of £4 million per annum in research funding from the NIHR, Research Councils, Department of Health and Charities. In addition the Faculty hosts a number of students who have been awarded highly competitive doctoral and post-doctoral fellowships which demonstrate the breadth and quality of research activity, and is in the process of creating a graduate training centre.

Research is interdisciplinary, working with users, policy-makers, clinical and research colleagues locally, nationally and internationally. Through the King’s Health Partners Academic Health Science Centre and associated Biomedical Research Centres, NIHR Collaboration for Leadership in Applied Health Research and Care, and Social Science Schools, Faculty researchers are tackling some of the most enduring health issues which range from illness prevention and fostering self-care to treating and managing complex long-term conditions, improving the quality of palliative and end-of-life care and symptom management, through to research which discovers and trials therapies and informs health and social care policy both in the UK and across the globe. Our internationally recognised research leaders teach in their specialist fields and also contribute to courses of study on research methods and governance. In addition they supervise students’ dissertations, which address research priorities of Faculty staff and also our health service delivery partners.

The Faculty undertakes research of the highest rigour to develop, evaluate and implement significant complex interventions and treatments, and build knowledge to transform and lead policy and practice in the following areas: palliative and end of life care, mental health care, complex symptom management (e.g. in gastro-intestinal disorders) wound care, diabetes, healthcare organisation, workforce and quality of care, patient experience and service co-design, maternity care, family care, older person care and rehabilitation.
Excellent results from the 2014 Research Excellence Framework (REF 2014) confirm the place of the Faculty at the forefront of research to underpin palliative care and professional nursing and midwifery practice and policy, especially in relation to Impact of research (84% world leading). The Faculty is committed to developing clinical academic career pathways for the wide range of professionals in health care, including nurses, physicians, midwives, allied health professionals and social workers through fellowships schemes and joint appointments with NHS partners.

Education
The Faculty provides pre-registration and post registration education to undergraduate and postgraduate students. Three fields of nursing (adult, children’s and mental health) together with midwifery are delivered to pre-registration students following either BSc or Post-Graduate Diploma programmes. The Cicely Saunders Institute team train medical students, offer a multiprofessional MSc and train allied health professionals. The Faculty offers specialist community public health nursing and a shortened midwifery programme for existing registrants, in addition to a number of programmes leading to a recordable qualification with the Nursing & Midwifery Council (NMC) such as district nursing and prescribing Post registration programmes are offered including a number of undergraduate and multi-disciplinary MSc programmes (including the MSc Palliative Care and MSc Advanced Practice) through to the MRes and PhD. The Faculty also has a portfolio of study days and modules that can be taken on a free-standing basis and delivers a range of bespoke work across London and beyond to a substantial number of healthcare providers.

At any one time we have approximately 3,000 registered students, with teaching occurring on both University premises and in healthcare organisations. A majority of students are based locally, or within the UK, however, the Faculty also welcomes a growing number of international students, particularly those studying for postgraduate qualifications.

Most of our academic staff hold a recognised teaching qualification and registration either a nurse, midwife, doctor or allied health profession. Our education programmes are highly rated by students, our partner organisations and external validating bodies. Faculty staff present innovative teaching initiatives at education conferences and have been awarded a number of competitive education development grants from national funding bodies.

Clinical experience for undergraduate and post-graduate students is provided in partnership with a number of leading NHS Trusts in London (including South London & Maudsley Foundation Trust, Guys and St. Thomas’ NHS Foundation Trust, King’s College Hospital NHS Foundation Trust and Imperial College Healthcare Trust) and a range of service providers from the voluntary and independent sectors.

Department of Mental Health Nursing
Within this Faculty, the post holder will be based in the Mental Health Nursing Department; the Head of Department is Ian Noonan.

The Department of Mental Health Nursing is dedicated to improving the health of individuals, their families and communities experiencing the impact of mental illness. Our research, education and practice aims to support and help those living with mental illness, and their families and communities.

Whilst mental health and wellbeing are core to all fields of nursing and midwifery practice, there is a specialist role for the mental health nurse, educator and researcher:

- To provide compassionate support for people in acute distress
- To intervene to support their recovery
• To help develop the expertise of people with mental illness and their family, carers, and communities, to manage long-term conditions.

We offer two routes to registration:

• **BSc Nursing with Registration as a Mental Health Nurse** and
• **Postgraduate Diploma Nursing with Registration as a Mental Health Nurse**.

We also offer a large range of professional development modules, Masters degrees and research degree programmes. We have a team of twenty-one lecturers, senior lecturers, tutors, clinical teachers, lecturer practitioners, and research associates in the Department. We work with leading NHS partners, engage with service users in the design and delivery of our curriculum, and in recruitment and public engagement events.

The Department of Mental Health Nursing is also a proud supporter of STAR WARDS and the Mind & Soul Choir.

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**South London & Maudsley NHS Foundation Trust**

South London & Maudsley NHS Foundation Trust provides the widest range of NHS mental health services in the UK. We also provide substance misuse services for people who are addicted to drugs and alcohol.

Our 4,600 staff serve a local population of 1.3 million people. We have more than 230 services, including inpatient wards, outpatient and community services. The services we provide to patients are organised into Clinical Academic Groups (CAGs). Clinical Academic Groups bring people together who are experts in their field – in areas such as addictions, psychosis and child and adolescent mental health – so that we can offer patients the very best care and treatment, based upon reliable research evidence that it works. This involves clinical staff such as doctors and nurses working alongside academic researchers much more closely than has sometimes been the case in the past. And it means that patients will receive a high quality service.
The Nursing and Quality Directorate is made up of Senior Nurses, MHA Officers, Managers, Consultant Nurses and Administrators. Beverley Murphy is Director of Nursing and has worked as a mental health nurse for 34 years, holding a range of senior nursing and quality governance roles across the NHS.

The Directorate is responsible for the practice education (clinical placement) of student nurses across the organisation, ensuring that National and Local Policy related to Nursing and the nursing workforce are delivered and embedded. Quality Governance across the services is managed through our complaints and SUI teams and MHA compliance is closely monitored within the MHA office.

**The Post**

**Job Description**

<table>
<thead>
<tr>
<th>Post title</th>
<th>Professor of Mental Health Nursing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department/Division and Faculty/Trust</td>
<td>Health Service and Population Research Department (HSPRD), Institute of Psychiatry, Psychology &amp; Neurology (IoPPN)</td>
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<tr>
<td></td>
<td>Department of Mental Health Nursing, Florence Nightingale Faculty of Nursing, Midwifery &amp; Palliative Care</td>
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<tr>
<td></td>
<td>The Nursing and Quality Directorate, South London &amp; Maudsley NHS Foundation Trust</td>
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<tr>
<td>Grade/salary</td>
<td>Competitive salary will be offered</td>
</tr>
<tr>
<td>Hours of work</td>
<td>Full time</td>
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<tr>
<td>Period of appointment</td>
<td>Open-ended Contract</td>
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<tr>
<td>Responsible to</td>
<td>Primarily responsible to the Head of Health Services &amp; Population Research Department, Professor Craig Morgan.</td>
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<td></td>
<td>Additional direction related to Research will be provided by the Vice-Dean Research FNFNMPC, and Education related direction will be provided by the Head of Mental Health Nursing Department, FNFNMPC.</td>
</tr>
<tr>
<td>Campus</td>
<td>60% (3 days per week) at IoPPN/ SLaM in Denmark Hill and 40% (2 days per week) at the Waterloo Campus.</td>
</tr>
</tbody>
</table>
Role purpose

- To develop and lead a programme of externally funded high-quality research directly relevant to mental health nursing.
- To take a lead role in undergraduate and postgraduate planning, organisation and delivery of the programmes of study offered by The Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care and the Health Service and Population Research (HSPR) Department, IoPPN.
- To play a leading role in developing clinical academic careers for mental health nurses based in SLaM in collaboration with FNFMPC and HSPR.
- To carry out administration as requested by the Executive Dean of FNFMPC and Head of HSPR.
- To drive forward the research links between IOPPN and FNFMNC and provide academic leadership in this field across King’s, including building research capacity.

Role profile

Key objectives of the job include but are not limited to:

- Develop and lead a programme of world class research in mental health nursing, ultimately creating a long lasting sustainable centre of mental health nursing care.
- Win significant externally funded peer review grants, and build and sustain a team of researchers.
- Actively contribute to enhancing the research profile, quality and productivity of FNFMPC and HSPR and the university, nationally and internationally, including establishing a continued track record of high quality research and peer-review publications.
- Inform and contribute to the development of applied research skills for nurses working in South London and Maudsley NHS Foundation Trust, through role modelling, mentorship, teaching, supporting research and service evaluation projects.
- Maintain excellent working relationships with the Chief Nurse in SLaM and other key officers of the Trust (e.g. Clinical Academic Group heads of nursing) to promote the development of mental health nursing knowledge and skills.
- Represent the university in planning and review processes with SLaM that aim to strengthen clinical academic careers within the Trust.
- Develop and maintain individual/joint research projects in programme related areas.
- Take a role in the planning, organisation and delivery of research and teaching activities within FNFMPC and HSPR.
- Provide an expert advisory role to SLaM where the post-holder’s expertise adds specific value.
- Contribute to the ongoing development and design of education curricula, in a manner that supports a research-led approach to student learning.
- Supervise and train postgraduate students to ensure their effective development.
- Act as personal tutor to students as agreed with the Vice Deans (Education) in Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care and HSPR and assist students with difficulties, e.g. learning support/concerns.
• Participate fully in assessment and examination process as appropriate using a variety of methods and techniques and provide effective, timely and appropriate feedback to students to support their learning.
• Engage in professional development as agreed with the Executive Dean of FNNMPC and Head of HSPR.
• Attend and participate in appropriate research seminars/conferences within subject related areas.
• Accept academic responsibility involving departmental administrative responsibilities in respect of student services, recruitment and advice as well as participating in aspects of Faculty governance such as sitting on Faculty committees.
• Undertake any other reasonable duties that may be requested by Executive Dean of FNNMPC and Head of HSPR.
• Collaborate with mental health Clinical Academic Groups in King’s Health Partners where the post-holder’s area of expertise will add value.

Communication & networking:

• Communicate conceptual and complex ideas to a variety of audiences using appropriate media and methods.
• Lead and develop internal networks.
• Participate in and develop external networks for research activity and raise the profile of the FNNMPC, HSPR, and SLaM.

Decision making, planning & problem solving:

• Identify programme development needs and propose how these should be achieved.
• Lead income generating research to improve mental health nursing practices, outcomes and care, disseminating and applying the findings to inform policy, practice and education.
• Collaborate with colleagues on student assessment procedures.
• Advise on strategic issues such as student recruitment and marketing to attract and identify future researchers and nurse leaders.
• Contribute to accreditation and quality control processes.
• Manage projects and research teams relating to own area of work.
• Responsible for administrative duties.
• Secure research funding from multiple sources.
• Develop innovative approaches to research.

Service delivery:

• Provide specialist or professional advice.
• Independently provide advice and deal with queries of a specialist nature, interpret customer requirements.
• Give support to junior staff in dealing with queries and monitor service objectives and standards.
• Set the required levels of service.
• Deal with internal or external contacts and usually initiate contact to explore customer’s needs.

Analysis & research:

• Develop research objectives, projects and proposals in line with the Faculties’ research programmes.
• Conduct individual and/or collaborative research projects.
• Identify sources of funding and contribute to the process of securing funds.
• Extend, transform and apply knowledge acquired from research to teaching and appropriate external activities.
• Write or contribute to publications or disseminate research finding using other appropriate media.
• Make presentations at conferences or exhibit work in other appropriate events.

Team work, teaching & learning support:

• Act as a responsible team member, leading where agreed, and develop productive working relationships with others.
• Collaborate with colleagues to identify and respond to student needs.
• Use appropriate teaching, learning support and assessment methods.
• Supervise student research projects.
• Contribute to the planning, design and development of objectives and material.
• Identify areas of current provision in need of revision or improvement.
• Sensory/physical demands & work environment:
• Balance the pressures of teaching, research and administrative demands and competing deadlines.
• Conduct risk assessments and take responsibility for the health and safety of students and others.

Pastoral care:

• Undertake role of module/personal/group tutor.
• Responsible for the pastoral care of students, particularly those who are personal tutees or based in clinical placement liaison areas.
The post holder will be primarily responsible to the Head of Health Services & Population Research Department (Professor Craig Morgan), with additional direction related to Research from the Vice-Dean Research FNFNMPC (Professor Irene Higginson), and related to Education from the Head of the Mental Health Nursing Department, FNFNMPC (Professor Ian Noonan).

The partners in this proposal wish to work together to ensure its success and to secure the added value of the partnership.

**Confidentiality**

As part of the role, the role-holder may have access to personal or confidential information which must not be disclosed or made available to anyone unless in the performance of your duties or with specific permission from the Executive Dean and Director of Administration. Breaches in confidentiality may lead to disciplinary action.

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**Person specification**

**Eligibility to work in the United Kingdom**

Applications are welcomed from international candidates. The recruitment of this post meets Home Office advertising requirements that qualify the role for sponsorship under Tier 2. Consequently, if required, the university could potentially sponsor the successful candidate in applying for a visa under Tier 2 of the points based immigration system, providing all other requirements are met. Information on Tier 2 sponsorship can be found on the UK Visas and Immigration website: [www.gov.uk/tier-2-general/overview](http://www.gov.uk/tier-2-general/overview).

For details of alternative routes to obtaining permission to work in the UK please refer to the UK Visas and Immigration website: [www.gov.uk/visas-immigration](http://www.gov.uk/visas-immigration)
<table>
<thead>
<tr>
<th>Criteria</th>
<th>Essential</th>
<th>Desirable</th>
<th>How identified and assessed*</th>
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<tbody>
<tr>
<td><strong>Education / qualification and training</strong></td>
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<tr>
<td>First degree and/or Master’s degree in relevant subject</td>
<td>X</td>
<td>AP</td>
<td></td>
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<tr>
<td>PhD in a relevant discipline</td>
<td>X</td>
<td>AP</td>
<td></td>
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<tr>
<td>Registered mental health nurse with current registration</td>
<td>X</td>
<td>AP</td>
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<tr>
<td>Qualification in teaching</td>
<td></td>
<td>X</td>
<td>AP</td>
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<tr>
<td><strong>Knowledge / skills</strong></td>
<td></td>
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<tr>
<td>Effective organisational and administrative skills</td>
<td>X</td>
<td>AP, I, R</td>
<td></td>
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<tr>
<td>Strong record of developing grant applications and of winning high quality substantial external peer review research grants</td>
<td>X</td>
<td>AP, P</td>
<td></td>
</tr>
<tr>
<td>Sustained track record of publishing empirical studies that is original, significant and of the highest rigour in high quality peer-reviewed journals.</td>
<td>X</td>
<td>AP, P, R</td>
<td></td>
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<tr>
<td>Competence in IT</td>
<td>X</td>
<td>I, R</td>
<td></td>
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<tr>
<td>Evidence of ability to lead and manage research staff at all levels</td>
<td>X</td>
<td>I, R</td>
<td></td>
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<tr>
<td>Experience of working with a range of NHS stakeholders</td>
<td>X</td>
<td>AP</td>
<td></td>
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<tr>
<td>Clinical competence</td>
<td></td>
<td>X</td>
<td>AP</td>
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<tr>
<td><strong>Experience</strong></td>
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<tr>
<td>Proven research leadership and management experience</td>
<td>X</td>
<td>AP, I, R</td>
<td></td>
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<tr>
<td>Proven experience of working independently and as part of a multi-disciplinary team</td>
<td>X</td>
<td>AP, I</td>
<td></td>
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<tr>
<td>International and work leading quality research</td>
<td>X</td>
<td>AP</td>
<td></td>
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<tr>
<td>Leading trials of complex health interventions</td>
<td>X</td>
<td>AP, I</td>
<td></td>
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<tr>
<td>Successful postgraduate supervision</td>
<td>X</td>
<td>AP</td>
<td></td>
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<tr>
<td>Undergraduate and /or postgraduate teaching experience</td>
<td>X</td>
<td>AP</td>
<td></td>
</tr>
<tr>
<td>Developing research and evaluation skills in practicing clinicians</td>
<td>X</td>
<td>AP</td>
<td></td>
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</tbody>
</table>

*For ‘How identified and assessed’ use: AP - application, AS - assessment, I - interview, P - presentation, R - references*
Included in REF 2014 or equivalent | X | AP, I
Track record of winning substantial peer review grant income | X | AP

**Personal characteristics/other requirements**

| Requirement                                                                 | X | I, R
---|---|---
Ability to motivate and develop staff | X | I, R
Flexibility | X | I, R
Enthusiastic, highly motivated | X | I, R
A willingness to accept responsibility whilst working collaboratively within a team context. | X | I, R
Suitable for inclusion with 3-4 star papers in REF 2021 | X | AP, I, P

**Role specific requirements**

| Requirement                                                                 | X | AP, I, R
---|---|---
Desire to promote mental health nursing subjects | X | AP, I, R
Enthusiasm for teaching, learning and research, and ability to inspire enthusiasm in others | X | AP, I, R
Willingness to contribute to the pastoral care of students | X | AP, I, P, R
Committed to equality and diversity, particularly in relation to educational provision | X | AP, I, R
Ability to create a strong and coherent vision for mental health nursing that builds on King’s, IoPPN’s and SLaM’s strengths and comparative advantages. | X | I, P

**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:**

<table>
<thead>
<tr>
<th>Level</th>
<th>Yes/No</th>
</tr>
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<tbody>
<tr>
<td><strong>Carrying out regulated activities</strong>&lt;sup&gt;1&lt;/sup&gt;:</td>
<td>Yes</td>
</tr>
<tr>
<td>No Regulated Activity but contact with vulnerable groups&lt;sup&gt;2&lt;/sup&gt;:</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>No Regulated Activity but deemed a position of trust</strong>&lt;sup&gt;3&lt;/sup&gt;:</td>
<td>Yes</td>
</tr>
<tr>
<td>Situated in a Regulated Environment i.e. NHS premises&lt;sup&gt;4&lt;/sup&gt;:</td>
<td>Yes</td>
</tr>
</tbody>
</table>
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](http://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.

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<thead>
<tr>
<th>Specific aspects - indicate frequency D (daily), W (weekly), M (monthly) where applicable:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Intensive Display Screen Equipment work (e.g. data entry or digital microscopy)¹</td>
<td>D</td>
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<tr>
<td>Heavy manual handling¹</td>
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<tr>
<td>Highly repetitive tasks (e.g. pipetting or re-shelving books)¹</td>
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<tr>
<td>Shift work, night work or call-out duties²</td>
<td>W</td>
</tr>
<tr>
<td>Work involving risk of exposure to environmental or human pathogens (e.g. in waste streams or soils)²</td>
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<tr>
<td>Driving vehicles on university business²</td>
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<tr>
<td>Work at height (e.g. ladders, scaffolds etc.)¹</td>
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</tbody>
</table>
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.

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

Annual leave
27 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. 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

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 sneha.solanki@kcl.ac.uk

To apply for this post you will need to register on the King’s College London HireWire Job Board and download and submit the application form, along with the following:

• a short statement setting out your reasons for applying for the post and highlighting the particular skill and experience which you feel you would bring to the role (2 pages max)

• an updated curriculum vitae

Please note, the CV or short statement will need to be copied and pasted into the application form as part of the same document, as the system only allows you to submit one document. Application forms must also be in word format, not PDF. Please also note, once submitted, your application cannot be edited.

For an informal discussion or to find out more about the role please contact the King’s Search team.

• James Ralphs  james.ralphs@kcl.ac.uk  020 7848 7332
• Sarah Fraser  sarah.fraser@kcl.ac.uk  020 7848 2086

Please ensure you quote reference number A9/GFM/1369/18-SS on all correspondence.

Closing date for applications: 13th September 2018
Selection Process

Applications will be shortlisted by a selection committee drawn from across the university and NHS Trust. Selected candidates will be invited to interview where they will be asked to present and respond to questions.

The interview panel will be chaired by the Provost/Vice President (Health), and will include the Executive Dean, senior representation from the IoPPN and from SLaM, a senior academic from another King’s Faculty and external peers.

Interview date scheduled for Wednesday 17th October 2018.