

## **JOB DESCRIPTION**

### **Royal Brompton & Harefield Clinical Group**

#### **Job Profile**

#### **Full-time Clinical Research Fellow (ST) in Cardio-Oncology (Cardiology)**

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## **A System of Care**

Guy's and St Thomas' is amongst the UK's busiest and most successful NHS foundation trusts. We provide specialist care for patients from across the world in cardiovascular, respiratory, cancer, renal and orthopaedic services as well as a full range of hospital and community services for people in south east London.

Our Trust includes St Thomas' Hospital, Guy's Hospital, Royal Brompton and Harefield Hospitals, Evelina London Children's Hospital, and community services in Lambeth and Southwark.

Our Trust has a reputation for clinical excellence and high-quality teaching and research. We are part of King's Health Partners, one of eight accredited UK academic health sciences centres. Together with King's College London we have dedicated clinical research facilities and a National Institute for Health Research (NIHR) Biomedical Research Centre. We are also working in partnership with King's Health Partners, to deliver the vision of creating a brand-new centre of excellence, which will be the global leader in the research into and treatment of heart and lung disease, in patients from pre-birth to old age.

Royal Brompton and Harefield Hospitals (RB&HH) became part of Guy's and St Thomas' NHS Foundation Trust in February 2021 and is the largest specialist heart and lung centre in the UK and amongst the largest in Europe. We provide treatment for people with heart and lung disease, including rare and complex heart and lung conditions, carrying out some of the most complicated surgery and offering some of the most sophisticated treatment that is available anywhere in the world. Our integrated approach to caring for patients from the womb, through childhood, adolescence and into adulthood and old age has been replicated around the world and has gained RB&HH an international reputation as a leader in heart and lung diagnosis, treatment and research.

Royal Brompton Hospital was the first clinical site in the United Kingdom to set up a Cardio-Oncology Service to serve the needs of cancer patients before, during and after cancer therapy. In 2022, the Royal Brompton Hospital was awarded as Gold status tier for the Cardio-Oncology Centre of Excellence, only one of two sites in the United Kingdom, by the International Cardio-Oncology Service. Dr Alexander Lyon, clinical lead for the cardio-oncology service, also co-chaired the first international clinical guidelines for cardio-oncology in 2022, published in the European Heart Journal. Dr Sohaib Nazir, is a clinical academic appointed jointly with Royal Brompton Hospital and King's College London, our academic partner as part of King's Health Partners. In order to grow the clinical research outputs of the department, we have secured funding for a large expansion of the service which includes a clinical research fellow to lead on clinical research in this emerging field.

As a Trust, our patients are at the heart of everything we do, and we pride ourselves on ensuring the best possible patient experience. The commitment of our 22,000 staff is key to our success and we aim to develop and support all our staff, so they are able to deliver high-quality, safe and efficient care for our patients.

## **Clinical Group mission and approach.**

Our mission is to be the UK's leading specialist centre for heart and lung disease. We will achieve this mission through a strategy of focused growth in aspects of heart and lung treatment, such as congenital heart disease, arrhythmia, heart failure and advanced lung diseases. Our approach is based on:



- The continual development of leading-edge services through clinical refinement and research

- The effective and efficient delivery of core specialist treatment
- The transition of appropriate routine services to other centres to release capacity for new interventions

Remaining an autonomous specialist organisation is central to preserving and building our strong clinical and organisational record. However, we are equally convinced of the importance of effective partnerships particularly with major academic bodies to ensure a continuing pipeline of innovations to develop future treatments.

### 1.1 Performance and achievements in 2019/2020

#### Our experts in 2019/20:

Cared for more than <b>216,000 patients</b> in our <b>outpatient</b> clinics	Cared for nearly <b>40,000 patients on all our wards</b>	Maintained one of the <b>fastest 'arrival to treatment' times</b> for UK heart attack patients – <b>23 minutes</b> compared with a national average of 56 minutes
Launched Rainbow badges showing that the Trust offers <b>more open, non-judgmental</b> and <b>inclusive</b> care for patients and their families and friends who identify as <b>LGBT+</b>	Received a <b>96%</b> recommendation score in the annual Friends and Family Test	
	Reported an average 18-week <b>referral to treatment time (RTT) of 93%</b> exceeding the national target	Introduced sunflower lanyards which, when worn discreetly, indicate to staff that <b>wearers</b> have a hidden disability and <b>may require additional support</b> or assistance
Built on our Day of Surgery pilot scheme with <b>70% cardiac surgery</b> patients admitted on the day of surgery, <b>up from 3-4%</b> when the pilot started	Produced <b>886 peer-reviewed publications</b> , with our academic partners, strengthening the Trust's position as a <b>leading centre</b> for cardiovascular, critical care and respiratory research	Recruited over <b>2,300 patients</b> onto over <b>100 research programmes</b> that will contribute towards better patient care and outcomes

**Improved** our communication to patients with the introduction of **digital appointment letters** and **text reminders**



**Improved** our environmental responsibility by **reducing our carbon emissions by 9%** and our **energy consumption by 2.7%**

## 1.2 Range of Services

The Clinical Group provides first-rate clinical services and exceptional research output.

We have an outstanding Research and Development pedigree; with over 500 active research projects across 10 R&D programmes. Every one of these programmes has been consistently given the top rating by the NHS R&D Directorate. The table below illustrates the inter-relationship between our R&D activity and clinical services.

Several of our clinical services have been formally designated as national services by the Department of Health: Heart and Lung transplantation, Ventricular Assist Devices (LVAD), Pulmonary Hypertension and Primary Ciliary Dyskinesia.

Research Programmes		Clinical Services
Congenital Heart Disease	⇔	Adult Congenital Heart Disease Pulmonary Hypertension Paediatric Respiratory Paediatric Congenital Heart Disease Fetal Cardiology Primary Ciliary Dyskinesia
Chronic Coronary Heart Disease and Atheroma	⇔	Acquired Heart Disease
Failing Heart	⇔	Heart Failure Heart & Lung Transplant Cardio-Oncology
Critical Care	⇔	Critical Care relating to Heart and Lung
Chronic Respiratory Failure	⇔	Chronic Obstructive Pulmonary Disease Sleep Ventilation Pulmonary Rehabilitation Lung Volume Reduction
Lung Cancer	⇔	Lung and Upper GI cancer services
Severe Respiratory Disease	⇔	Interstitial Lung Disease Acute Lung Injury Asthma & Allergy
Occupational and Environmental Medicine	⇔	Occupational Lung Disease
Chronic Suppurative Lung Disease	⇔	Paediatric and Adult Cystic Fibrosis Non – CF Bronchiectasis Aspergillosis Mycobacterial Infections

### 1.3 Organisation

The Trust Board and Clinical Group Board are constituted as follows:

Non-Executive Members	Executive Members
Baroness Sally Morgan (Chair)	Chief Executive, Dr Ian Abbs
Mr Simon Friend (Deputy Chair)	Lawrence Tallon, Deputy Chief Executive
Dr Felicity Harvey, CBE	Avey Bhatia, Chief Nurse and Vice President of the Florence Nightingale Foundation
Royal Brompton and Harefield Clinical Group	
Dr Richard Grocott-Mason, Managing Director	Mr Robert Craig, Chief Operating Officer
Dr Mark Mason, Medical Director	Mr Nicholas Hunt, Executive Director
Mrs Joy Godden, Director of Nursing and Governance	Mr Robert Craig, Director of Development and Partnerships
Mr Richard Guest, Chief Financial Officer	Mr Rob Davies, Director of Workforce (HR)

The Royal Brompton and Harefield Clinical Group Board is a formal sub-committee of the Guy's and St Thomas' NHS Foundation Trust Board, with delegated responsibilities and decision-making rights for the strategic and operational running of its services. These are set out in the Guy's and St Thomas' Scheme of Delegation, and the Trust's Standing Financial Instructions provide the delegation limits with regard to financial decisions.

The Guy's and St Thomas' NHS Foundation Trust Board of Directors holds legal accountability for the Trust including all aspects of the Royal Brompton and Harefield Clinical Group (RB&H). The Royal Brompton and Harefield Clinical Group Board provides assurance to the Guy's and St Thomas' NHS Foundation Trust Board of Directors on the overall operational, quality and safety and financial performance of Royal Brompton and Harefield Hospitals, and on the development and delivery of the Trust's strategy for its heart and lung services.

The Clinical Divisions are: Heart (RB&H incorporating Cardiology Radiology and Cardiac Surgery), Harefield (incorporating Cardiology, Transplant, Radiology, Respiratory and Cardiac and Thoracic Surgery), RB&H Lung (incorporating Respiratory Medicine, Radiology and Lung Surgery); and Directorates of Paediatrics, Anaesthesia and Critical Care, Laboratory Medicine, Pharmacy and Rehabilitation and Therapies.

Non-clinical directorates are: Human Resources, Finance, Patient Services, Estates & Facilities, Communications and Public Affairs and Business Development & Commissioning.

### 1.4 Harefield Hospital Site

Harefield Hospital (HH) is a regional centre for cardiology and cardiothoracic surgery, and an international centre for adult heart and heart-lung transplantation. It is one of a small number of UK cardiac centres assisting in development of implantable mechanical ventricular assist devices in the management of end-stage heart failure. It also provides a primary intervention service for acute coronary syndromes to selected Trusts and the London Ambulance Service, in outer West London and the Home Counties. It has approximately 1,185 staff, 180 beds

with 5 operating theatres, and 4 catheter laboratories.

### **1.5 Royal Brompton Hospital Site**

The Royal Brompton Hospital (RBH) is a specialist cardiothoracic centre specialising in diseases of the heart and lung, with services for adults (Cardiology, Cardiothoracic Surgery, Radiology, and Thoracic Medicine) and Paediatrics. It has approximately 2,081 staff, 296 beds, 6 operating theatres, 5 catheter laboratories, a private patients' ward and extensive imaging facilities. The hospital has recently opened the Cardiovascular Biomedical Research Unit (BRU) in partnership with Imperial College London. This facility offers a CMR scanner, catheter lab and echocardiography suite for research purposes, as well as state of the art genetic analysis facilities.

A Respiratory Biomedical Research Unit was opened on the RBH site in 2010 offering extensive research facilities for lung disease. Following public consultation, it was agreed that inpatient paediatric surgery and investigations should consolidate at the Royal Brompton Hospital.

### **1.6 Clinical Governance and Quality**

The Clinical Group has an extensive programme of clinical governance and quality led by Mrs Joy Godden, Director of Clinical Governance and Nursing and Dr Mark Mason, Medical Director. The programme is delivered through the organisation's systems and processes for monitoring and improving services, including sections for:

- Clinical audit and information
- Clinical risk management
- Research and development office
- Infection prevention and control
- Patient feedback
- Clinical Quality and Improvement

Consultant appraisals form an integral part of the process with each consultant undertaking annual appraisal with their line manager. There is also a programme of mandatory training undertaken by all staff.

### **1.8 Regulation**

The Trust was inspected by the Care Quality Commission during Autumn 2018 and the inspection report was published in February 2019. Overall, the Trust was rated by the CQC as 'Good'. Within this rating, Harefield Hospital was rated as 'Good' and the Royal Brompton Hospital as 'Good' and identified several areas of outstanding practice.

### **1.9 Research and Development - King's Health Partners-Cardiovascular**

Cardiovascular research and clinical services (KHP Cardiovascular) are considered a "peak of excellence" across King's Health Partners (KHP) and the partners are embarked on a transformation of service delivery and the integration of research and education to revolutionise cardiovascular prevention and care.

KHP Cardiovascular builds upon more than 8 years of collaboration through the Cardiovascular Clinical-Academic group (CAG), which brings together the clinical cardiovascular services of Guy's & St Thomas' NHS Foundation Trust together with the Royal Brompton and Harefield Hospital and King's College Hospital NHS Foundation Trust and the academic Cardiovascular Medicine and Sciences School of the university, King's College London (see

<https://www.kcl.ac.uk/scms> ). The cardio-oncology unit is also working closely with the School of Biomedical Engineering and Imaging Sciences at the Faculty of Life Sciences and Medicine at King's College London in medical imaging and artificial intelligence. The overall vision is to integrate clinical services, teaching and research across these groups in a world-class centre that delivers excellent outcomes and innovative research-based advances for patients.

The current phase of the KHP Cardiovascular development consists of closer collaborative working and clinical-academic integration of the existing groups, and the strengthening of the population network within which we deliver services. In practice, this means increasingly working as a single clinical and operational team, providing a seamless service to patients across KHP, faster research and innovation translation, and new educational programmes.

The ultimate aim is the development of a new clinical academic hub within a purpose-built facility at the St Thomas' site.



## **JOB DESCRIPTION**

**Job base:** Royal Brompton Hospital

**Accountable to:** Dr Alexandar Lyon and Dr Sohaib Nazir

### **Job summary**

Cardio-Oncology is an emerging field which involves the clinical cardiovascular care of cancer patients before, during and after therapy. There is emerging evidence base for the management of these patients, but there is a large need to develop clinical studies to support future clinical guidelines for patient care.

As Clinical Research Fellow, you will undertake research projects in the field of cardio-oncology. The Royal Brompton Hospital has a large registry of patients over a 10 year period with ample opportunities for undertaking retrospective analysis with electronic heart care records, blood biomarkers and relevant imaging data. One challenge for cardio-oncology is the accurate risk assessment of cardiotoxicity. The fellow will be expected to support the development of an artificial intelligence based tool to predict cardiotoxicity. The project will involve all aspects of research including ethics submission, data collection, statistical analyses and manuscript writing. The fellow will be expected to present at national and international conferences and publish manuscripts in peer reviewed journals.

This post is funded by a grant the Big Heart Foundation.

### **• Main tasks and responsibilities**

- To manage and conduct all aspects of the research project set out in clinical study protocol
- To assist in development of the research protocol, ethics applications and necessary NHS approvals if required
- To ensure that the clinical study is conducted to relevant international governance standards
- To record, analyse and communicate scientific data together with a clear interpretation of results
- To write scientific papers communicating the results of the work, and to present at scientific meetings nationally and internationally, where appropriate
- To develop relevant research skills
- To participate in clinical governance activities and audit

### **• Communication**

- Excellent verbal communication skills and the ability to deal with a wide range of people from all sites of the Trust and external Trusts
- Excellent presentation skills
- Excellent written communication skills and the ability to write clearly and succinctly for publication
- Competency in computer skills including producing and using spreadsheets
- To write scientific papers communicating the results of the work, and to present at scientific meetings nationally and internationally, where appropriate

- **Patient/customer care (both direct and indirect)**

You will join the Cardio-Oncology service based at the Royal Brompton Hospital. You will interact regularly with other staff members at the hospital and external partners including other academic institutions including King's College London.

- **Policy & Service development**

You will be involved in service improvement in the cardio-oncology care group, particularly around digital transformation with the development of new electronic health care records.

- **People management**

From time to time you may be involved with teaching of medical students and more junior members of staff, but this will be limited due to the focus of your work on research and digital transformation.

- **Information management**

- To manage and conduct all aspects of the research projects set out in clinical study protocols
- To record, analyse and communicate scientific data together with a clear interpretation of results
- To write scientific papers communicating the results of the work, and to present at scientific meetings nationally and internationally, where appropriate
- To join multidisciplinary meetings and participate in clinical governance activities and audit
- To participate in departmental managerial activities as required

- **Research and development**

- To assist in development of research protocols, ethics applications and necessary Imperial College and NHS approvals
- To ensure studies are conducted to relevant international governance standards

- To develop aims and objectives for a higher degree, to register and successfully complete
- To contribute to teaching on ad-hoc basis externally and internally
- To develop relevant research skills
- To join multidisciplinary meetings and participate in clinical governance activities and audit
- To participate in departmental managerial activities as required

- **Other duties**

To undertake any other duties commensurate with the grade as requested.

**This job description is intended as a basic guide to the scope and responsibilities of the post and is not exhaustive. It will be subject to regular review and amendment as necessary in consultation with the post holder.**

## **ADDITIONAL INFORMATION**

### **Trust mission**

To be the leading national and international centre for the diagnosis, treatment and care of patients with heart and lung disease, creating and disseminating knowledge through research and education

- **Confidentiality**

During the course of your employment you may have access to, see or hear information of a confidential nature and you are required not to disclose such information, particularly that relating to patients and staff.

In order to comply with the Data Protection Act 1998 you must not at any time use personal data held by the Trust for any unauthorised purpose or disclose such as data to a third party.

You must not make any disclosure to any unauthorised person or use any confidential information relating to the business affairs of the Trust, unless expressly authorised to do so by the Trust.

### **Health & Safety**

#### **Smoking**

It is the policy of Royal Brompton & Harefield NHS Foundation Trust that all people who work for the Trust or, while on its premises, obtain treatment or visit the Trust in any capacity, do so without exposure to tobacco smoke, and so smoking of cigarettes and E-cigarettes is not allowed anywhere on any Trust premises.

The Trust aims to provide appropriate support, in partnership with local Occupational Health and Community Services, to ensure that Trust staff and patients can access practical help and support in their attempts to stop smoking.

This policy is based on clear evidence that, in addition to the health risks taken by smokers themselves, others who breathe in exhaled tobacco smoke (passive smokers) have increased risk of disease.

NHS Estates have notified all NHS agencies that E-Cigarettes and the charging there of are not permitted within any Trust property (including accommodation).

### **Diversity**

You are at all times required to carry out your responsibilities with due regard to the Trust's Diversity policy and to ensure that colleagues or staff that you manage receive equal treatment throughout their employment with the Trust.

### **Risk management**

All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and, when requested, to co-operate with any investigation undertaken.

### **Conflict of interests**

You may not without the consent of the Trust engage in any outside employment. In accordance with the Trust's Conflict of Interest policy, you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment in the Trust. Interests that might appear to be in conflict should also be declared to your manager.

In addition, the NHS Code of Conduct and Standards of Business Conduct for NHS Staff (HSG 93/5) requires you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation) or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position that may give rise to a conflict between your private interest and your NHS duties.

### **• CODE OF CONDUCT FOR PROFESSIONALLY QUALIFIED STAFF GROUPS**

All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DoH Code of Conduct for Senior Managers).

### **Disclosure & Barring Service checks (where relevant)**

If the post has been identified as being an 'eligible position' under the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* or, in some cases, the *Police Act 1997*, it meets the eligibility criteria for a disclosure to be requested through the Disclosure and Barring Service (DBS). Where a DBS check is indicated above applicants who receive a conditional offer of employment will need to complete a satisfactory DBS check prior to the appointment being confirmed.

With the exception of Basic disclosure certificates which only contain information about unspent convictions, all other DBS level checks will disclose both spent and unspent convictions, cautions (including reprimands and final warnings) which are not 'protected' as defined by the *Rehabilitation of Offenders Act 1974 (Exceptions Order) 1975 (as amended)*. Enhanced disclosures may also include other relevant police information where this is deemed relevant to the position you are applying for.

A criminal record will not necessarily bar you from appointment - that will depend on the nature of the position for which you are applying and the particular circumstances of the incident(s).

You are obliged to inform the Trust if at any time in the course of your employment you are the subject of a police investigation, or are convicted of a criminal offence.

You must also inform the Trust immediately if at any time during your employment you are the subject of an investigation by the Independent Safeguarding Authority or are Barred from either its Children's Barred List or Adults' Barred List. Failure to comply with these requirements may result in disciplinary action. You will be committing a criminal offence if you seek to undertake or undertake any Regulated activity while Barred by the Independent Safeguarding Authority from either its Children's Barred List or Adults' Barred List.

### **Core behaviours for all Trust staff**

All staff will:

- Act with honesty and integrity at all times
- Demonstrate respect for others and value diversity
- Focus on the patient and internal and external customer at all times
- Make an active contribution to developing the service
- Learn from and share experience and knowledge
- Keep others informed of issues of importance and relevance
- Consciously review mistakes and successes to improve performance
- Act as ambassadors for their directorate and the Trust
- Be aware of the impact of their own behaviour on others
- Be discreet and aware of issues requiring confidentiality

In addition, all managers and supervisors will:

- Value and recognise the ideas and contributions of all team members
- Coach individuals and teams to perform to the best of their ability
- Delegate work to develop individuals in their roles and realise their potential
- Give ongoing feedback on performance, and effectively manage poor performance
- Provide support and guidance to all team members
- Encourage their team to achieve work/personal life balance
- Actively listen to comments/challenges and respond constructively

- Lead by example, setting high standards
- Ensure that there are sufficient resources for their team and rebalance priorities accordingly
- Provide a safe working environment

### **Infection and Prevention Control**

All Trust staff will:

- Act as a role model and champion for the highest standards of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust policies and guidelines.
- Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

The Royal Brompton & Harefield NHS Foundation Trust is a non-smoking Trust.

## PERSON SPECIFICATION

### GENERAL INFORMATION

**Post:** Clinical Research Fellow

**Grade:** ST3+

**Directorate/Department:** Cardio-Oncology department

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>EDUCATION &amp; QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• MB BS or equivalent, preferably with intercalated BSc</li> <li>• GMC full registration</li> </ul>	<ul style="list-style-type: none"> <li>• MRCP</li> <li>• MSc</li> </ul>
<b>EXPERIENCE &amp; KNOWLEDGE</b>	<ul style="list-style-type: none"> <li>• Clinical cardiology or cardiology experience at least at CMT level</li> <li>• At least basic knowledge of general research techniques</li> <li>• At least basic knowledge of cardiac physiology</li> </ul>	<ul style="list-style-type: none"> <li>• Previous publications in peer reviewed scientific journals in the field of cardiology</li> <li>• Previous clinical experience of cardiology</li> <li>• Previous clinical experience of oncology</li> </ul>
<b>SKILLS &amp; ABILITIES</b>	<ul style="list-style-type: none"> <li>• Ability to work constructively and effectively within a team</li> <li>• Ability to collaborate and relate with others</li> <li>• Excellent presentation skills</li> <li>• Competency in computer skills including producing and using spreadsheets and Excel documents</li> <li>• Competency in biostatistics</li> </ul>	<ul style="list-style-type: none"> <li>• Grant applications</li> <li>• Statistical analyses with statistics software packages</li> </ul>

	<ul style="list-style-type: none"> <li>• Good time-management skills</li> <li>• Certificate in good clinical practice</li> </ul>	
<b>PERSONAL QUALITIES</b>	<ul style="list-style-type: none"> <li>• Ability to exercise initiative and be self-motivated</li> <li>• An interest in healthcare professional education</li> </ul>	