

About King's

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

Job description

Post title	Clinical Research Worker
Department/Division	Department of Forensic and Neurodevelopmental Science and National Autism Unit, South London and Maudsley NHS Trust
Faculty	Institute of Psychiatry, Psychology and Neuroscience
Grade/salary	Clinical research grade £34,866 - £50,068 per annum inclusive of £2,162 London Weighting Allowance per annum
Hours of work	Full time (40 hours per week)
Period of appointment	Fixed-term contract for 1 year
NHS reporting line	Immediate direction: Drs Mike Craig and Quinton Deeley, consultants on the National Autism Unit; overall direction: Dr Stefanos Maltezos, Lead for Neurodevelopmental Services.
Responsible to	Professor Declan Murphy
Responsible for	n/a
Campus	Denmark Hill

Role purpose

This post is a joint post between the Royal College of Surgeons in Ireland (Dublin) and the Sackler Institute for Translational Neurodevelopment (Institute of Psychiatry, London). When working in the former the post holder will work under the direction of Prof Kieran Murphy, and when at the IOP the post holder will work under the overall direction of the Director of the Sackler Institute and Head of the Dept of Forensic and Neurodevelopmental Science, Prof Declan Murphy. Clinical direction will be from the consultants on the National Autism Unit. There are two main aspects to the UK arm of the post:

1. The successful candidate(s) will play a key role in an integrated clinical and research follow up service for autism spectrum disorders and other neurodevelopmental disorders where

relevant (e.g. infants at increased genetic risk for psychiatric disorder, or people already diagnosed with ADHD, early onset psychosis, or specific genetic abnormalities). New and repurposed pharmacological approaches to the treatment of autism and commonly co-occurring conditions will also be investigated. In addition, novel MRI techniques to predict treatment response will be a focus.

2. The successful candidate will provide a high-level evidence based clinical service in the assessment and management of people with autism spectrum disorder as part of the National Autism Unit team;

Working closely with the Lead Investigators in SLAM, IOP and internationally, the successful candidate(s) will ensure the successful conduct and completion of the research programme. He/she will take informed consent, contribute to the collection and analysis of clinical outcome data. He/she will play a key role in patient management during their clinical session. The main clinical outcomes are clinical improvement, service use and global function.

He/she will also work closely with other research staff in the project and foster effective collaborative working relationships. Training will be available in outcome and other measures as appropriate.

The successful candidate will also be encouraged to develop their own research interests, which could form the basis for an MPhil/MD/PhD (depending on the candidate).

The post would be ideal for a clinician with an interest in clinical research. In addition, the highly clinical nature of this post will provide excellent clinical as well as research training.

The Sackler Institute of Translational Neurodevelopment.

This world-leading institute was established through a very significant donation by the Mortimer D Sackler Foundation; and it is based within the Department of Forensic and Neurodevelopmental Neurosciences at the Institute of Psychiatry, Psychology and Neuroscience (London). The Director is Professor Declan Murphy and he is supported by a Scientific Steering Committee that, together, is pioneering research that can be 'rapidly translated' from the 'bench to the bedside'. The current research portfolio includes Stem Cells, pharmacological challenge studies (Prof McAlonan and Murphy) neuronal development and physiology (Prof Juan Burrone and Dr Laura Andrae), infant brain development (Prof D Edwards Prof G McAlonan), epilepsy and developmental neurology (Prof Deb Pal and Paul Gringras), child psychiatry (Prof Emily Simonoff), and developmental cognitive neuroscience (Prof Francesca Happé). This group, together, hold substantial grants. For instance, they have recently been awarded funding to lead EU networks in autism, ADHD, and epilepsy; and the impact of maternal immune activation on their child's cognitive/behavioural phenotype. They also hold grants in conduct disorder, psychosis, PTSD, psychopathy, ADHD and impulsivity, Brain Connectomics, and neurogenetics. They also run many seminars and training workshops that the successful candidate will be able to attend – ranging from statistics and research methods through to mental health and ethics.

National Autism Unit (NAU)

The successful candidate will provide clinical care to patients in the National Autism Unit under the direction of Dr Mike Craig (Clinical Lead) and Dr Quinton Deeley. This role requires the candidate to work effectively within the multi-disciplinary team that includes other medical doctors, nurses and other staff. Respect of the input of all team members, and clear communication with clinical and other staff is required.

The National Autism Unit comprises a 15-bedded ward and an outpatient and outreach service. It is part of a suite of inpatient and outpatient services for people with neurodevelopmental

disorders. The Unit is a tertiary referral centre, specializing in expert, evidence-based treatment for people with autism spectrum disorders who often have multiple mental health comorbidities and challenging behaviour. The unit's aim is to enhance a patient's quality of life through rehabilitation and recovery and reduce the risk of readmission or expensive long-term care costs. The unit recently received an 'outstanding' rating from the Care Quality Commission.

The doctors, nurses, pharmacists, and occupational therapists, psychologists and others who work in our service are experts in their field, with the majority also undertaking research into the effectiveness of existing and new treatments. We have a particular interest in psychological and pharmacological therapies for treatment resistance, and in genetic and neurobiological methods of screening/testing for ASD. The applicant will be responsible for assessing and meeting the mental health and medical needs of patients on the ward, including the use of outcome scales. The applicant will also support the monthly Huntington's Disease clinic at Guy's Hospital under the direction of Dr Stefanos Maltezos.

Role profile

The exact timetable will be negotiated taking into account the training needs of the post-holder.

- **Research Duties (4-5.5 sessions)**

The successful candidate(s) will play a key role in an integrated clinical and research follow up service for autism spectrum disorders. New and repurposed pharmacological approaches to the treatment of autism and commonly co-occurring conditions will be investigated. In addition, novel MRI techniques to predict treatment response will be a focus. The post holder will be expected to produce original research, and to publish it in refereed journals. The post holder will also have the opportunity to develop his/her own interest in the context of the project. The successful applicant will have the opportunity to carry out an MPhil/MD or PhD if appropriate.

- **Clinical duties (4-5.5 sessions)**

An honorary clinical contract (at an appropriate level) will be sought from the South London and Maudsley NHS Trust. The post holder will be an integral part of the multidisciplinary team, will support the core trainee doctor, and will perform any other duties appropriate to the grade as directed by the Lead Consultant.

- **Teaching Duties (0.5 session)**

The post holder will hold seminars for medical students as appropriate.

Main appointment sites: The post is based in London at the Institute of Psychiatry, Psychology and Neuroscience, and the South London and Maudsley NHS Foundation Trust

Key objectives:

The successful applicant will contribute to the successful conduct and completion of the research project. Your primary duties will be:

- To contribute to the identification, recruitment, assessment and follow-up of patients involved in trials of new and repurposed pharmacological approaches to the treatment of autism and autism-related comorbidity. Novel MRI techniques to predict treatment response will be involved.
- To monitor and ensure the collection of all data
- To assess and monitor patients receiving standardised treatment

- To monitor and ensure data quality and integrity.
- To oversee and contribute to, the development of a study database and data entry.
- Study-related clinical work will consist of assessment and monitoring of subjects engaged in research.
- To contribute to the administration of the study and ensure it is conducted in line with good research governance requirements
- To organise and participate in weekly clinical review and case tracking meetings, and quarterly steering group meetings.
- To ensure an effective collaborative relationship with other research workers on the project, as well as with local clinical services and researchers on other related projects.
- To prepare progress reports, as required.
- To contribute to reports, and to the analysis data and the dissemination of findings as directed.
- To assist with other research projects running within the group as directed
- To develop your own research interests which could involve existing neuroimaging projects within the group or other projects. There is the potential to undertake a higher research degree (MPhil/MD/PhD) for a suitable candidate.
- Other relevant activities as directed by Professor Murphy.

The post may need to travel to different sites within the Trust and partner organisations to recruit patients and to conduct measures.

Clinical sessions

- Assessment and management of patients on the National Autism Unit, including outreach visits
- Participation in ward rounds and other team review meetings
- Ensuring that clinical notes and correspondence is accurate and up-to-date
- Preparation of reports for and attendance at Managers' hearings and Mental Health Review Tribunals when needed
- Assessments of patients in outpatients or other units, attendance at panel meeting for discussion and preparation of reports.
- Background research regarding complex clinical presentations
- Audit and teaching
- Liaison with medical colleagues to ensure optimal medical care
- Contribution to the development of the service in various settings
- Other relevant activities as directed by Drs Mike Craig, Quinton Deeley or Dr Maltezos.
- This post does not include on-call responsibilities
- The post holder will carry a mobile phone or pager during normal working hours and be contactable by members of the team.

Communication & networking:

- Communicating with the Lead Investigators, research team and collaborators; organizing weekly clinical and case tracking meetings and quarterly business meetings; communicating on a regular basis with clinical services and other relevant bodies.
- The post holder will work as part of a clinical team and give advice to clinicians in other teams; In doing so he/she would be required to collaborate with other staff within the teams, attend regular team meetings and provide updates on activity and would need excellent communication skills.

Decision making, planning & problem solving:

- Ensuring that patient management is within their competencies, and to seek appropriate advice and assistance when beyond their competency. To maintain competency and training. To plan to ensure that the project is kept to timetable and that reports are prepared. To maintain high standards of research procedures in line with good clinical practice.
- Responsibility to ensure that junior staff are appropriately supported. The post holder will also be responsible for making decisions, planning strategies and devising solutions to problems that arise clinically and as part of the research programmes. These decisions, plans and solutions will then need to be discussed with colleagues in a collaborative manner.

Service delivery:

- To organise the appropriate collection and management of information with full awareness of needs for confidentiality and data protection. To ensure a high standard of clinical care to patients as part of clinical sessions.
- Clinically to practice according to the GMC principles of good medical practice.

Analysis & research:

- All to be conducted according to the standards of Good Clinical Practice
- To recruit research participants, record measurements, undertake core analyses of a large data base, and analysis of key outcomes. To contribute descriptive analyses for reports.
- To participate in clinical outcome measurement and collation of clinical effectiveness data.

Teamwork, teaching & learning support:

- To work effectively with the academic research team
- To work effectively with the local multi-disciplinary clinical teams.
- To work effectively with related projects.

Sensory/Physical Demands & Work Environment:

- Use of computers and time spent at monitors
- To travel to clinical and other settings to recruit, assess and monitor patients
- To travel on project business when required
- To take blood samples and perform other clinical evaluations and tests as appropriate

Pastoral Care:

- Show consideration to others.

About the Faculty

Institute of Psychiatry, Psychology and Neuroscience

<https://www.kcl.ac.uk/ioppn>

South London and Maudsley NHS Trust Foundation

<https://www.slam.nhs.uk/>

About the Department of Forensic and Neurodevelopmental Sciences

<https://www.kcl.ac.uk/academic-psychiatry/about/departments/forensic-neurodevelopmental-sciences>

Person specification

Criteria	Essential	Desirable
Education / qualification and training		
Undergraduate medical degree or other relevant clinical qualification (eg RMN, DClinPsych)	X	
GMC (or equivalent professional) registration	X	
MRCPsych or equivalent	X	
Clinical experience in adult psychiatry	X	
Knowledge / skills		
Ability to work with clinical teams in research	X	
Good organisational and time management skills	X	
Ability to prepare ethical, research and development and research governance applications		X
Advanced knowledge of statistics		X
Knowledge of quantitative research data (including entering and checking data on packages such as SPSS or STATA)		X
Ability to deliver high quality patient centred clinical care	X	
Experience		
Research experience on clinical studies		X
Presentation and dissemination		X
Previous experience of research on neurodevelopmental disorder		X
Management of clinical research projects		X
Publications in peer reviewed journals		X
Personal characteristics/other requirements		
Willingness to travel on project business when required	X	
Ambitious, enthusiastic, responsible, flexible	X	
Ability to work independently and to deadlines	X	
Ability to work in a team	X	
Excellent Communication Skills	X	

Criteria	Essential	Desirable
Ability to liaise with clinical staff	X	
Thoughtful and enquiring approach	X	

Disclosure and Barring Service Clearance (DBS, formerly CRB)

Part V of the Police Act 1997 makes criminal record checks available for positions that are identified as exempt under the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 (as amended). Not all staff will require a DBS check. The trigger for a check and the level of check will be based on the duties of the position, frequency of contact with vulnerable groups, and its location, as indicated in the table below.

Level of DBS Clearance required - indicate all applicable aspects:	
Carrying out regulated activities with children and/or adults ¹ :	Adults
No Regulated Activity but contact with vulnerable groups ² :	Yes
Situated in a Regulated Environment i.e. NHS premises ³ :	Yes
<ol style="list-style-type: none"> 1. Regulated activity may involve providing health care, personal care, social work, teaching, or training. 2. Contact with vulnerable groups must meet the frequency threshold of 4 days in a 30-day period. 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. 3. KCL buildings do not qualify as regulated environments. Only NHS Trust sites qualify as regulated environments. 	

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

Occupational Health Clearance

In order to undertake this role the successful candidate may require Occupational Health clearance as indicated by the specific aspects below, or if they declare that they have a health condition or disability that may require accommodation measures so that they are able to carry out their work comfortably and efficiently. Where Occupational Health clearance is required the candidate will be sent an Occupational Health Questionnaire to determine whether any reasonable accommodation measures are required for the candidate to take up the post.

Specific aspects - indicate frequency D (daily), W (weekly), M (monthly), N (never) for all fields:			
Intensive Display Screen Equipment work (e.g. data entry or digital microscopy) ¹ :	D	Heavy manual handling ¹ :	N
Highly repetitive tasks (e.g. pipetting or re-shelving books) ¹ :	N	Work at height (e.g. ladders, scaffolds etc.) ¹	N
Direct patient contact involving exposure prone procedures (EPP) ² :	W (taking blood)	Direct patient contact, no EPP ²	W
Work with patient specimens (e.g. blood or tissue samples) ² :	W	Work with GM organisms or biological agents that may pose a hazard to human health ² :	N
Work involving risk of exposure to environmental or human pathogens (e.g. in waste streams or soils) ²	N	Hazards which require health surveillance e.g. respiratory sensitisers (allergens, substances with risk phrase R42, wood dust etc.) or loud noise ²	N
Driving vehicles on university business ² :	N	Shift work, night work or call-out duties ² :	N
Food handling or preparation ² :	N	Work in confined spaces (e.g. sump rooms, etc.) ¹	N
<ol style="list-style-type: none"> 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. 			

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.

Summary of Terms and Conditions of Service

This appointment is made under the King's College London Terms and Conditions of Service for Academic/Research staff.

Right to Work in the UK

King's College London has a legal responsibility to ensure that you have the right to work in the UK before you can commence employment with the university. If you do not have the right to work in the UK already, any offer of employment we make to you will be subject to you obtaining permission to work in the UK before taking up the post.

Tier 2 Sponsorship

Applications are welcomed from international candidates. Please refer to the advert for information on whether this position meets Home Office advertising requirements that qualify the role for sponsorship under Tier 2.

Information on Tier 2 sponsorship can be found on the UK Visas and Immigration website:

www.gov.uk/tier-2-general/overview

Probation

Six months

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

Applying for the post

Please apply online through the RCSI Careers website www.rcsi.ie/careers

no later than 5.30pm on Monday February 26th. Applications should include an up to date CV, Covering Letter and the details of two referees.

For further details please contact Ms Judy Walsh Recruitment Executive, Tel: +3531 402 2442 Email: judywalsh@rcsi.ie

Applicants

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.

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.