

CLINICAL PROFESSOR IN MEDICAL EDUCATION

**Norwich Medical School, Faculty
of Medicine and Health Sciences**

ATS1339

CANDIDATE BROCHURE



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WHAT MAKES UEA SO SPECIAL?

The University of East Anglia is a publicly funded major UK research and teaching university. It was built to embody a radical new vision for higher education, where interdisciplinarity is crucial and excellence in both research and teaching is valued. UEA consistently ranks within the top quarter of universities in the UK for the quality of research and teaching.

As a major regional employer and cultural centre, we take our regional civic responsibilities very seriously and have kept our sights on the people and place we call home. In fact, we launched our University Civic Charter in October 2023; created from in-depth community engagement, renewing our commitment to the region as part of our 60th anniversary.

There are many things which make UEA special, not least of which is the community of staff and students that work and study here. UEA includes three Nobel prize winners, including Sir Paul Nurse and Sir Michael Houghton, and many fellows of the Royal Society and British Academy amongst our alumni and current staff.

Our campus is home to Sir Denys Lasdun's iconic brutalist architecture set in hundreds of acres of beautiful country park that includes a large broad (lake). In the spirit of Lasdun's ambition to inspire an anatomy of ideas, today, UEA is tackling some of the key challenges of the changing world. UEA's research combines disciplines

and breaks new boundaries across its priority research themes of climate, creative and health.

UEA is the place where global warming was first documented. Since the 1970s, UEA's Climatic Research Unit, and more recently Tyndall Centre for Climate Change (Headquarters hosted at UEA), have played a pivotal role in developing temperature records and climate models, contributing to the understanding of climate change, and informing global policy. Many UEA scientists have played significant roles in the Intergovernmental Panel for Climate Change (IPCC), which was jointly awarded the 2007 Nobel Peace Prize for its efforts to increase public knowledge of anthropogenic climate change. Environmental Science and Global Studies at UEA continue to be a major powerhouse for research and teaching.

UEA is widely regarded as a pioneer in creative writing, having established the UK's first Creative Writing Masters programme in 1970. This renowned programme has since attracted and produced numerous successful writers, including Booker Prize winners such as Ian McEwan and Anne Enright, and Nobel Prize Winner Sir Kazuo Ishiguro. In recent years, UEA academics have played a pivotal role in the discovery and presentation of the Gloucester Royal shipwreck (Norfolk's Mary Rose). Our iconic Sainsbury Centre for Visual Arts is a major museum and arts research facility.



Health research at UEA not only embraces the Faculty of Medicine and Health but draws in research from both social and natural sciences. Research under this theme has made major contributions in the fields of healthy ageing, epidemiology and involving citizens (via our innovative Citizens' Academy) in improving health care outcomes. This theme benefits from close association with the other major research institutes on the Norwich Research Park; notably the Norfolk and Norwich University Hospital and the Quadram Institute. The Norwich Cancer Research Network, and Norfolk Institute for Healthy Ageing, are examples of key mechanisms for delivery of real impact from health research at UEA.

UEA has been a major success over the last 60 years and looks forward with confidence to the next 60 years.

For an informal discussion about the post please contact Deputy Dean & Head of Medical Education Department Professor Susan Madden via s.madden@uea.ac.uk

UEA is part of the Norwich Research Park

Norwich Research Park (NRP) membership locates UEA in one of the largest concentrations of research institutes in the whole of Europe – four independent internationally-renowned research institutes: John Innes Centre, Quadram Institute, Earlham Institute and The Sainsbury Laboratory; with the University of East Anglia and Norfolk and Norwich University Hospitals NHS Foundation Trust, supported and funded by The John Innes Foundation, The Gatsby Foundation, and UKRI Biotechnology and Biological Sciences Research Council.

The NRP provides an ideal environment for collaborative use of infrastructure and facilities, with a single portal for academics and businesses to access the specialist facilities across the Park.

The Enterprise Centre is a regional business, knowledge and innovation hub, with workspace provision and supports over 80 businesses working alongside UEA staff and students in a dynamic and vibrant entrepreneurial community. On the wider NRP, there are dedicated laboratory and office spaces in the Innovation Centre and Centrum hosting over 600 staff within a total of 115 businesses and spinouts.



THE ROLE

We are seeking to appoint a full time Clinical Professor in Medical Education. This Clinical Professorial position is a full time indefinite academic post. The role of Course Director will form a core part of this post for a period of five years in the first instance, with extension of this role by agreement.

As a Clinical Professor in Medical Education, individuals will provide strategic and academic leadership across teaching, learning and curriculum development within the School. Post-holders will contribute to high-quality and innovative medical education, promote inclusive and evidence-informed practice, and offer leadership through formal and informal roles.

They will represent the University in relevant professional and academic fora, strengthening the School's profile and contributing to sector developments. Clinical Professors will support the development of colleagues, encourage interdisciplinary collaboration, and lead initiatives that enhance widening participation, student employability, community engagement and the University's civic mission.

We are looking for an exceptional medical educationalist, with vision and ambition, who will lead and develop our undergraduate Medicine provision. Reporting to the Dean of Norwich Medical School, the individual will work closely with the Norwich Medical School Senior Leadership team and be supported by an experienced team of medical educators, clinical academics and wider Faculty from across our NHS partners.

The successful candidate will be an inspirational educator who will champion innovation and wider developments across the MB BS degree and Medical School portfolio. The postholder will lead on curriculum design, pedagogical innovation, quality assurance, and regulatory alignment (including GMC). They will teach and assess across undergraduate and postgraduate programmes, contribute to clinical education leadership, and play a major role in developing educational scholarship and research. The role includes significant responsibility for educational strategy, academic governance, staff development in teaching and learning, and fostering partnerships with the NHS, professional bodies, and external stakeholders.

The ideal candidate will have substantial senior leadership experience in undergraduate medical education, with a strong understanding of medical school admissions, contemporary learning theory and pedagogy, assessment methodologies, professionalism, and quality assurance processes. They will hold a postgraduate qualification in Higher Education and be a Fellow of the Higher Education Academy (or equivalent membership), evidencing a sustained commitment to excellence in teaching, learning, and educational leadership.

As a Clinical Professor in Medical Education the individual must hold a GMC License to Practice. We expect the post holder to remain in clinical practice for a proportion of their week and we will facilitate the successful candidate to obtain an honorary contract with an appropriate associated NHS or General Practice provider.

THE ROLE (CONTINUED)

KEY RESPONSIBILITIES (INCLUDING THOSE OF MBBS COURSE DIRECTOR)

LEADERSHIP OF TEACHING

- Lead, support and encourage colleagues in the delivery of teaching (including the giving of lectures, seminars and individual supervision of undergraduate dissertation students), on undergraduate and postgraduate programmes.
- Contribute to the development, oversight and leadership of initiatives to enhance student experience KPIs, including NSS results across teaching, assessment and academic support; mid-course or internal survey scores; feedback on the quality, safety and supervision of clinical placements; the accessibility of academic and pastoral support; and indicators of student wellbeing such as engagement with support services and reported concerns.
- Lead and oversee educational quality and student outcomes, including student progression and completion rates, assessment performance including Medical Licensing Assessment, monitoring and resolution of fitness to practise concerns, and alignment of curriculum with GMC Outcomes for Graduates and Medical Licensing Assessment (MLA) Content Map.

LEADERSHIP AND ADMINISTRATION

- Oversee governance and regulatory compliance, ensuring GMC outcomes are met, responding promptly to GMC action plans with relevant improvements.
- Undertake appropriate administrative and leadership duties to assure quality teaching and research activities as required by the Head of School, Head of Medical Education, teaching director, research director, chair of

examiners, admissions director, enterprise and engagement director.

- Contribute to the strategic and operational development of the School and University through relevant committee work and projects.
- Take responsibility for the management and administration of personal contributions to the University's academic activities.
- Attend School meetings as required and participating in the development of teaching and research within the School.
- Financial management and accountability for relevant Budgets.
- Attend Open Days and Visit Days and interview prospective students on a regular basis.
- Work collaboratively with other Schools and develop interdisciplinary links for teaching as appropriate.
- Develop and strengthen international links and links with other UK universities and funding bodies/academic institutions.
- Lead and contribute to educational scholarship, research and impact, demonstrated through peer-reviewed publications in medical education, delivering conference presentations and national contributions, and active participation in bodies such as the Medical Schools Council, GMC and Advance HE.

LINE MANAGEMENT

- Provide line management to direct reports, including (but not limited to) appraisal, development and performance management.
- Initiate and undertake recruitment and selection as appropriate to posts and roles in support of MB BS delivery and support recruitment and selection in the wider school as required.

THE ROLE (CONTINUED)

KEY RESPONSIBILITIES (INCLUDING THOSE OF MBBS COURSE DIRECTOR)

GENERAL

- Promote Enterprise and Engagement at UEA through the use of or development of intellectual capital through an interaction between the university and non-academic sectors.
- Engage in continuous professional development, for example through participation in relevant staff development programmes.
- Undertake, subject to the agreement of the Head of School and the University as appropriate, external commitments which enhance the reputation of the University.
- Such other duties at a comparable level of responsibility as may be reasonably requested from time to time by the Head of School, e.g. contribution to School events.
- Contribute to the continuous development and implementation of the School.
- Positively support and promote the University's Values in all aspects of work.
- Abide by all University Regulations and Policies relevant to the work being undertaken.
- Undertake and maintain completion of mandatory training as and when required.
- Observe the strict rules of confidentiality applicable to work within the School.

THE PERSON

EDUCATION AND TRAINING

- Primary Medical Qualification (E)
- Post graduate diploma in relevant speciality (E)
- Full and specialist registration with a license to practise with the GMC (E)
- Experience of Healthcare in the NHS (E)
- PhD / MD (or completion with 6 months of commencing appointment) (E)
- Fellow of the Higher Education Academy (or equivalent membership) (E)
- Post graduate qualification in Medical Education (E)
- Proven track record of Scholarship in Medical Education (D)

SKILLS, KNOWLEDGE AND EXPERIENCE

- Proven experience of high-quality undergraduate teaching in medical education (E)
- Substantial senior leadership experience in undergraduate medical education (E)
- Experience of student assessment at all levels including coursework, examinations and dissertations in medical education (E)
- Evidence of leadership of course development and the use of a range of both innovative and traditional pedagogical practices (E)

- Experience of line management (E)
- Ability to provide academic leadership (E)
- Expertise in relevant subject area(s) (E)
- Strong organisational skills; ability to plan and manage own workload, meeting deadlines (E)
- A strong understanding of medical school admissions (E)
- A good understanding of quality assurance processes (E)
- Demonstrable administrative and prioritisation skills with the ability to manage a varied workload in a high paced environment (E)
- Excellent interpersonal skills; ability to quickly establish and maintain good working relationships at all levels (E)
- Strong verbal and written communication skills, with the ability to communicate complex information clearly (E)
- Competent IT skills (E)
- Effective teaching and presentation skills (E)
- Effective use of IT for teaching and learning (E)
- Ability to motivate colleagues (E)
- Ability to use initiative (E)
- Experience of budget management (E)
- Proven experience of high-quality postgraduate teaching in medical education (D)
- Experience of managing enterprise

and engagement projects (D)

PERSONAL ATTRIBUTES

- Demonstrate UEA's Values and behaviours in day-to-day work and support a team culture that reflects them (E)
- Evidence of transformative leadership (E)
- Willingness to change and develop work practices (E)
- Proactive and self-motivated and willing to take ownership of tasks without close supervision (E)
- Confident, articulate and credible (E)
- Able to maintain confidentiality (E)
- Experience in delivering and evaluating initiatives that support equality, diversity and inclusion goals within the context of a diverse community with a wide range of perspectives (E)
- A sustained commitment to excellence in teaching, learning, and educational leadership (E)

Essential Requirements (E) are those, without which, a candidate would not be able to do the job.

Desirable Requirements (D) are those which would be useful for the post holder to possess and will be considered when more than one applicant meets the essential requirements.

FURTHER INFORMATION

The post is available from 1 March 2026 on an indefinite full-time basis.

Salary will be in accordance with the applicable clinical academic salary scale for senior appointments, and dependent on skills and experience.

Relocation expenses are reimbursable under certain conditions.

Place of Work - The University is strongly committed to providing an excellent student experience and research environment, and it is expected that all staff will be available on campus to carry out their duties during their working week in support of these goals. We have a hybrid-working policy which supports a mix of at home and on campus 'hybrid' working for many roles. For the majority of hybrid roles, the expectation is a minimum of 60% of working time will be spent physically present in the workplace. The flexibility of the hybrid-working policy allows the possibility of some remote working, but it is the expectation that all appointments will be UK based, with any overseas working agreed in advance by exception only.

If successful you will be asked to show evidence of right to work in the UK prior to any formal offer being made. Non-British and non-Irish nationals entering the UK to undertake employment or who are currently in the UK will have to meet eligibility criteria under the points-based immigration system. The University may be able to provide sponsorship under the Skilled Worker route if relevant criteria are met. Please note, due to the complexities of the immigration system, Skilled Worker visa sponsorship is not guaranteed for every role. If you would like further information about whether this role is eligible for visa sponsorship, please contact staff.visacompliance@uea.ac.uk

The post is superannuable under the Universities Superannuation Scheme and there is an annual leave entitlement of 30 days plus statutory (8 days) and customary (6 days) holidays. The University is committed to creating an environment where the health, welfare and safety of all students and staff is of paramount importance. The University's Safeguarding Policy addresses both child protection and safeguarding children, young people and vulnerable adults within the work of the University.

Appointment will be subject to satisfactory pre-employment checks, which may include an Occupational Health assessment.

Information on the benefits of working at UEA can be found at <https://www.uea.ac.uk/about/working-at-uea>.

If you require the information contained within this candidate brochure in a different format please email staff.recruitment@uea.ac.uk

HOW TO APPLY

To apply for this vacancy, please follow the online instructions at: <https://vacancies.uea.ac.uk>

The closing date for this role is 11:59pm on **16 February 2026**.

Please note that the application form contains an Equal Opportunities section which must be completed. The Equal Opportunities information will not be made available to the selection panel and will not form any part of either the short-listing or decision making process.

It is anticipated that presentations and interviews will take place on **23 February 2026** and we will inform you of the outcome of your application prior to this date. Reasonable travel and incidental expenses incurred in attending the interview will be reimbursed (please ensure that you keep all receipts). Please note that if you are offered a post and decline the offer, travel and incidental expenses will not be reimbursed.



ABOUT THE SCHOOL

Norwich Medical School (MED) was established at UEA in 2001 and has over 300 members of teaching, academic, research and support staff – and a large number of active NHS secondees and honorary appointees from a wide range of disciplines (including medical specialties, clinical psychology and psychological therapies, biological sciences, health economics, epidemiology and medical statistics). In our relatively short history we have established a reputation for exciting and innovative research led teaching supported by a wide-ranging programme of research and team science.

The School has grown significantly with increases in the number of MB BS students as part of the national requirement to increase junior doctor numbers. The School also delivers a large number of Post Graduate programmes which support the NHS workforce. The School also includes a highly regarded Doctoral School supported by the Universities Doctoral College.

The School's research focus is on developing research themes, set within three research departments, that answer important health questions, from an understanding of the basic mechanisms of disease through to translational medicine and clinical trials.

We are an important part of the Norwich Research Park Community and have strong and growing links with the Norfolk and Norwich University Hospital, the Quadram Institute, Earlham Institute and John Innes Centre. More widely we also have close working relationships with colleagues in the community as well as the James Paget University Hospital, Queen Elizabeth Hospital, Kings Lynn and our community partners in primary care and mental health.



ABOUT THE FACULTY

The Faculty of Medicine and Health Sciences is led by the Pro Vice Chancellor of Medicine and Health Sciences, Professor Philip Baker, working closely with the Deans of School, and the Associate Deans who share responsibility for the areas of Research; Enterprise and Engagement; Education; Admissions; and PGR. These senior academics, together with the Heads of Research Departments, Faculty Director of Operations, the Human Resources Business Partner, and the Senior Finance Business Partner (Faculty), form the Faculty Executive.

Teaching is organised through the Faculty's two Schools of study, comprising Health Sciences (HSC) and Norwich Medical School (MED), assisted by a Centre for Inter-professional Practice (CIPP).

The Faculty also has strong research links with the Norwich Research Park, comprising the Quadram Institute (QI), the John Innes Centre (JIC), the Earlham Institute (EI) and the Norfolk and Norwich University Hospital NHS Foundation Trust, see <https://www.norwichresearchpark.com>.



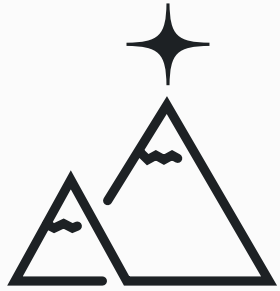


OUR VALUES

Shaped by staff, our UEA values represent a core set of standards for how we behave as an employer, drive excellence in teaching, learning and research, and collaborate as an anchor institution in our local community.

From tackling global challenges, striving for student and staff success, and creating a vibrant inclusive environment, our values are what unite us.

- ✦ AMBITION
- ✦ COLLABORATION
- ✦ EMPOWERMENT
- ✦ RESPECT



AMBITION

We are ambitious for our future success.

We are forward-thinking and brave in our approach and decisions. We make space for innovation and creativity, seizing opportunities that are responsible and sustainable. We are ambitious for the advancement of education and research.



COLLABORATION

We are collaborative in our approach.

We work together with shared purpose. We build connections, share ideas and develop new networks. We champion our regional, national and global relationships and demonstrate that together we can achieve greater goals and positively influence the world around us.



EMPOWERMENT

We empower ourselves and each other.

We develop ourselves and others, trusting people to make decisions based on their expertise and knowledge. We continually improve systems and processes to support us in working in an agile and efficient way.



RESPECT

We respect each other.

We treat everyone with respect and dignity. We value diversity and foster a community where people can express different thoughts and views. We are open to challenge, so we can learn and improve. We encourage a positive, inclusive environment where everyone has opportunities to fulfil their potential.

ACCOLADES

- Queen's Anniversary Prizes for Higher and Further Education have been awarded to UEA for international development studies (2009), creative writing (2011) and environmental sciences (2017). Notable alumni include Sir Paul Nurse (1973, Nobel Prize for Medicine 2001), Sir Kazuo Ishiguro (1980, Nobel Prize for Literature 2017), Sir Michael Houghton (1972, Nobel Prize for Medicine 2020) and Sarah Gilbert (1983) who led the Oxford University team to develop a COVID-19 vaccine, approved in 2020.
- Our Doctoral College, established in 2018, hosts six Doctoral Training Partnerships and integrates Faculty and School provision for 1600 Postgraduate Research Students (including those from across the Norwich Research Park), enabling collaboration and innovation.
- We recognise our global impact and were one of the first universities to declare a climate and biodiversity emergency in June 2019. Our sustainable campus, including over 50 acres of environmentally valuable parkland, is constantly evolving with ambitions to be 100% net zero by 2045 or sooner.
- UEA is a University of Sanctuary, an accreditation given to universities that show an ongoing commitment to creating a welcoming culture of inclusivity and awareness.
- UEA was awarded the Silver Athena SWAN Award in 2019, and all our Schools hold awards at Bronze or Silver.

A vibrant place to study, learn and work, UEA is a very special place.



A SUSTAINABLE UNIVERSITY

At UEA, we are now working to create a university that will be even better in the future, and we are working to achieve net zero carbon by 2045 (or earlier). Our Sustainable Ways vision is one of a resilient university – where consumption is efficient and self-generated energy supports low carbon goals, supported by a vibrant community of world-leading researchers and inspired graduates.

At a basic level, our sustainable development means that we try to balance the 'three pillars' of environmental, economic and social elements.

We challenge our environmental impact through on-site energy generation and a district heating and cooling network, reducing our reliance on grid electricity and therefore fossil fuels. We promote and use recycled and 'eco' products such as biological cleaning materials. We champion local suppliers and ethical causes, including Fairtrade and vegan products. We seek to ensure value for money in a holistic, whole-life costing sense in our new buildings and procurement contracts.

OUR INITIATIVES

Central campaigns, such as holiday shut-downs or awareness day events, support a whole-University approach to energy saving and other initiatives.

Follow us on X [@SustainableUEA](https://twitter.com/SustainableUEA)



OUR CAMPUS

UEA is based on a campus that provides top quality academic, social and cultural facilities to over 17,000 students.

Although located in 320 acres of rolling parkland, virtually no part of the campus is more than a few minutes' walk from anywhere else, so everything is close at hand – the library, nursery, health centre, supermarket (incorporating a post office) and restaurants. Amongst the striking buildings is the UEA's Sainsbury Centre for Visual Arts, which contains the Robert and Lisa Sainsbury Collection – one of the greatest art collections formed in Europe during the 20th Century.

The University has invested in new learning and teaching and research spaces, including a celebrated new Enterprise Centre that underpins its commitment to promoting student enterprise and entrepreneurship.

Sport and Recreation plays a major part in the life of the University of East Anglia, centred around the major Sportspark facility which is one of the most successful community sport facilities in the UK. This accessible and affordable facility provides a diverse range of activities, and incorporates a 50m Olympic size swimming pool, indoor climbing wall, coaching resource centre and sports injury clinic.



NORWICH

A CITY OF STORIES

The city's motto is 'A fine city' and its strong cultural heritage has seen Norwich maintain the best of its historical character whilst developing to become one of the most vibrant and attractive cities in Europe. Norwich offers miles of riverside walks and cycle ways, and a unique collection of 1930s parks. The city is surrounded by beautiful countryside and within easy reach of the stunning Norfolk coast.

Norwich is a UNESCO World city of Literature, the first in the UK, as well as being one of the newly named Tech Cities recognising the growth of digital businesses in the region. The most prominent high-rise building, apart from the castle, is the magnificent 11th century cathedral, which still dominates the skyline. The city's medieval centre of cobbled streets remains largely intact, but there is still space for modern buildings such as the city's centrepiece, the Forum, which is a striking piece of contemporary architecture. The glass front overlooks the colourful open-air market (one of the largest in the country) and reflects the city in all its diversity.

The city is consistently rated as one of the top ten shopping venues in the UK. Norfolk and Suffolk attract thousands of visitors each summer. The famous Norfolk Broads are among the most important wetlands in Europe and a haven for rare plants, wildlife and insects. The Broads attract holidaymakers who come to navigate the intricate natural network of waterways formed by the Rivers Bure, Yare and Waveney and their tributaries.

For further information about UEA's excellent facilities, staff benefits, picturesque campus and the UEA working environment, please visit the 'Careers at UEA' microsite <https://www.uea.ac.uk/about/working-at-uea>. Additional information about living and working in the city of Norwich can be found at <https://www.workinnorwich.co.uk/>



If there is another city in the United Kingdom with a school of painters named after it, a matchless modern art gallery, a university with a reputation for literary excellence which can boast Booker Prize-winning alumni, one of the grandest Romanesque cathedrals in the world, an extraordinary new state-of-the-art public library then I have yet to hear of it. Norwich is a fine city. None finer.

STEPHEN FRY



LOCATION

Some cities you've heard of, others you have to discover. Norwich is one of the most beautiful, modern historic cities in Britain. It's a city that celebrates the independent, stimulates creativity, promotes change and encourages diversity.

UEA is a campus university located 3 miles from the centre of Norwich. Situated in the heart of Norfolk, which means it's an ideal location to explore Norwich and beyond.

BY RAIL

LONDON • 2 HOURS

CAMBRIDGE • 1 HR 15 MINS

BIRMINGHAM • 4 HOURS

Many European cities (including Paris and Amsterdam) easily accessible by train

BY ROAD

KINGS LYNN • 1 HOUR

CROMER • 45 MINUTES

SOUTHWOLD • 1 HOUR

BY AIR

NORWICH AIRPORT • 20 MINUTES

STANSTED AIRPORT • 2 HOURS

London is a major airline hub and all main international destinations are easily accessible



An internationally renowned university, UEA is ranked in the UK Top 25 (Complete University Guide 2025), UK Top 30 (The Mail 2025) and the World Top 100 (Times Higher Education Impact Rankings 2024), where it ranks in the UK Top 20 for research quality (Times Higher Education Rankings for the Research Excellence Framework 2021) and World Top 20 for Health and Wellbeing (QS World University Rankings for Sustainability 2024), reflecting the international excellence of its research environment. The University holds UK Teaching Excellence Framework Silver status.

Equality, Diversity, Inclusion and Wellbeing

The University is committed to diversifying its workforce and to the wellbeing of all our staff. For example, we already hold an Athena Swan Silver Institutional Award in recognition of our advancement towards gender equality. Further details on our broader Equality, Diversity, Inclusion and Wellbeing work can be found on our [website](#).

