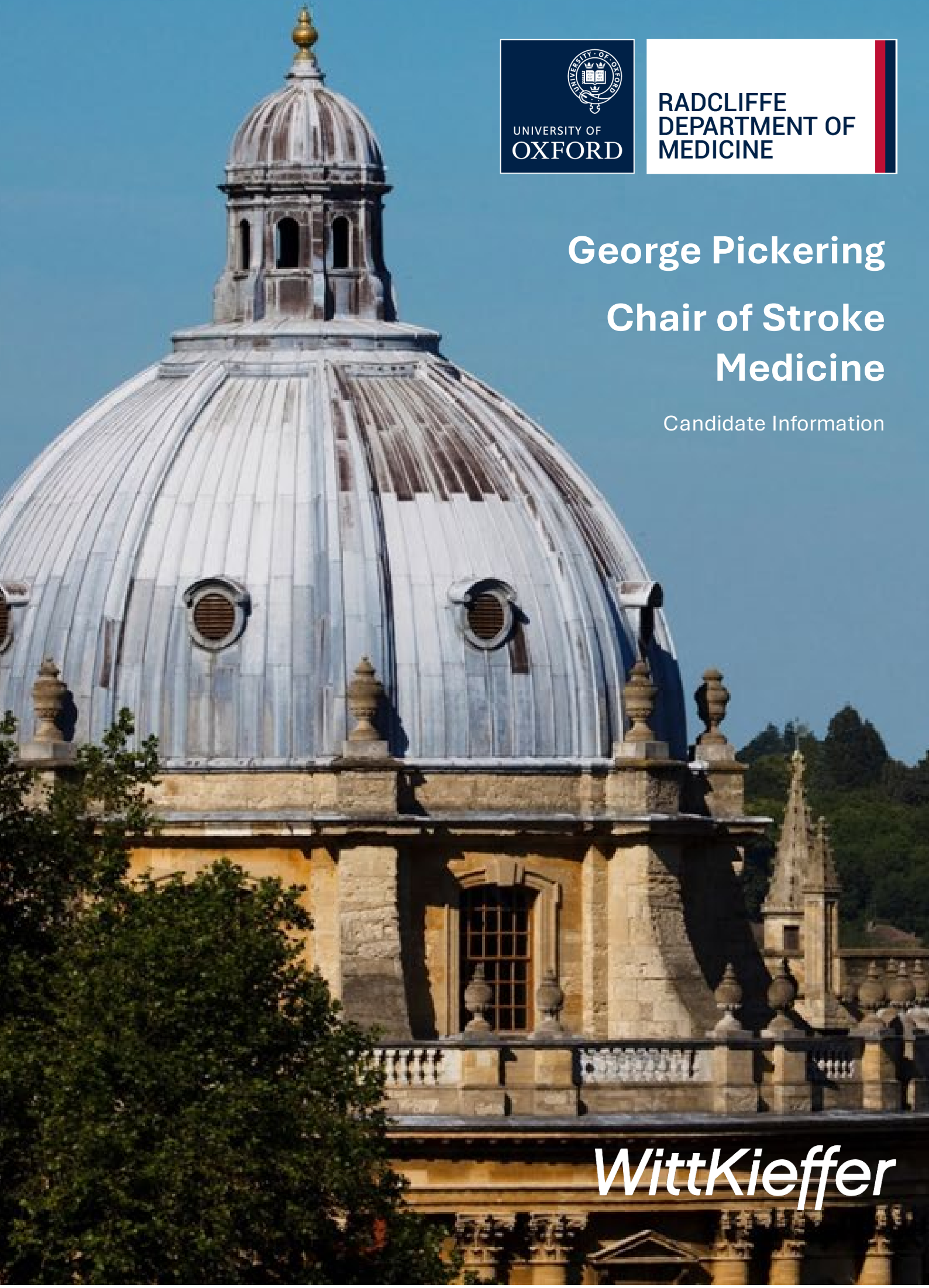

UNIVERSITY OF OXFORD

RADCLIFFE DEPARTMENT OF MEDICINE

# George Pickering

# Chair of Stroke Medicine

Candidate Information

WittKieffer

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# EXECUTIVE SUMMARY

### Welcome letter from Professor Keith Channon, Head of Radcliffe Department of Medicine



I am delighted that you are interested in learning more about the George Pickering Professorship at the University of Oxford's Radcliffe Department of Medicine (RDM). This is a highly prestigious appointment both within our Department, and in the wider Medical Sciences Division of the University.

RDM is a large, cross-disciplinary department with a vision to **use science to support a healthier longer life for all.** Research within the Department focuses on common diseases such as cardiovascular disease and stroke, diabetes and metabolism, immunology and inflammation, cancer and cellular ageing. These therapeutic areas are complemented by newly-established cross-cutting research themes, supporting platforms and approaches, for example AI and imaging. Discovery and translational research in these areas all have the potential to substantially impact healthy lifespans across the population.

This impact is supported by RDM's mission to **improve health through cross-disciplinary research to understand shared mechanisms of disease and to accelerate the transition from scientific discovery to clinical care.** The Department's objectives build on RDM's close links with the Oxford University Hospitals NHS Foundation Trust and the NIHR Biomedical Research Centre: Oxford (BRC). We celebrate the scientific capabilities, outstanding people and excellent research in all areas of RDM.

In the 2021 Research Excellence Framework (REF), RDM returned 109 full-time-equivalent (FTE) staff as part of Unit of Assessment 1 (UoA1). Oxford's return was the largest overall and had the largest volume of 4* research, which is the highest score for research quality that is world-leading in terms of originality, significance, and rigour. Our UoA1 submission received a 3* or 4* rating for 93% of its outputs, and the highest possible score (100% 4*) for our environment, reflecting our outstanding people, and the facilities in which we work. We place a special emphasis on helping staff to establish their careers in health research, through training and development. We have successful DPhil (PhD) programmes, and we hold an Athena Swan Silver Award, recently renewed in 2024.

We are building our scientific strengths through recruiting established scientists who share our vision and mission. As part of that strategy, we wish to recruit an outstanding clinical or non-clinical scientist to the George Pickering Professorship of Stroke Medicine, given the crucial importance of stroke research to impact on clinical outcomes through translational science and experimental medicine. The new Pickering Professor will contribute scientific strategic direction and senior academic leadership to RDM and more widely to Oxford Medicine. We will provide significant infrastructure support to the successful candidate, so their research can flourish here at Oxford.

I very much hope that you will wish to consider joining us; I would be very happy to speak with you to discuss this exciting and prestigious opportunity in more detail.

Very best wishes,



**Professor Keith Channon**
Head of Radcliffe Department of Medicine



# THE UNIVERSITY OF OXFORD

**Oxford's departments and colleges aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.**

Oxford's self-governing community of international scholars includes Professors, Associate Professors, other college tutors, senior and junior research fellows and a large number of University research staff. Research at Oxford combines disciplinary depth with an increasing focus on inter-disciplinary and multi-disciplinary activities addressing a rich and diverse range of issues. More information can be found in the current strategic plan.

Oxford's strengths lie both in empowering individuals and teams to address fundamental questions of global significance, and in providing all staff with a welcoming and inclusive workplace that supports everyone to develop and do their best work. Recognising that diversity is a great strength, and vital for innovation and creativity, Oxford aspires to build a truly inclusive community which values and respects every individual's unique contribution.

While Oxford has long traditions of scholarship, it is also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities. It consistently has the highest external research income of any university in the UK (see the University's Finance and Funding figures), and regularly creates spinout companies based on academic research generated within and owned by the University. Oxford is also recognised as a leading supporter of social enterprise.

Oxford admits undergraduate students with the intellectual potential to benefit fully from the small group learning to which Oxford is deeply committed. Meeting in small groups with their tutor, undergraduates are exposed to rigorous scholarly challenge and learn to develop their critical thinking, their ability to articulate their views with clarity, and their personal and intellectual confidence. They receive a high level of personal attention from leading academics. Oxford has a strong postgraduate student body who are attracted to Oxford by the international standing of the faculty, by the rigorous intellectual training on offer, by the excellent research and laboratory facilities available, and by the resources of the museums and libraries, including one of the world's greatest libraries, the Bodleian.

For more information, please visit www.ox.ac.uk/about/organisation.

# THE MEDICAL SCIENCES DIVISION

**Medical sciences have been taught at Oxford for more than seven centuries. Over this period, the institution has educated researchers and clinicians who have made revolutionary contributions to the medical sciences.**

The Medical Sciences Division (MSD) is an internationally recognised centre of excellence for biomedical and clinical research and teaching. World-leading programmes, housed in state-of-the-art facilities, cover the full range of scientific endeavour from the molecule to the population. Close collaboration with our NHS partners helps to foster the highest possible standards in patient care, underpinned by world-leading research, often delivered by jointly appointed academic clinicians in co-founded and co-managed specialist units.

With over 6,300 academic and professional services staff, 4,500 undergraduate and postgraduate students, and over £500m in research income, MSD is the largest academic division in the University. Oxford has been placed number 1 in the world for Clinical, Pre-Clinical and Health for 14 consecutive years, according to the Times Higher Education World University Rankings. The Division is also expanding its footprint through major investment in its estate, including the £43m Global Health Building due to be completed in 2026.

There are 16 academic departments within the division containing many world-leading centres and institutes such as the Big Data Institute, the Jenner Institute, and the Kennedy Institute of Rheumatology. The departments comprise:

- Department of Biochemistry
- Nuffield Department of Clinical Medicine
- Nuffield Department of Clinical Neurosciences
- Department of Experimental Psychology
- Radcliffe Department of Medicine
- Nuffield Department of Women's & Reproductive Health
- Department of Oncology
- Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences
- Department of Paediatrics
- Sir William Dunn School of Pathology
- Department of Pharmacology
- Department of Physiology, Anatomy and Genetics
- Nuffield Department of Population Health
- Nuffield Department of Primary Care Health Sciences
- Department of Psychiatry
- Nuffield Department of Surgical Sciences

For more information please visit the Medical Sciences Division website.



Big Data Institute, Old Road campus



# RADCLIFFE DEPARTMENT OF MEDICINE

Led by Professor Keith Channon, RDM is one of the largest departments in the University, with over 530 staff, 140 doctoral students and an annual turnover of approximately £70m. RDM is a multi-disciplinary department, aiming to tackle some of the world's biggest health challenges by integrating innovative basic biology with cutting edge clinical research. The Department runs internationally renowned programmes in a range of areas including cardiovascular sciences and stroke, diabetes and endocrinology, tissue immunology and inflammation, haematology, pathology and experimental therapeutics. Translational research is strongly embedded in the Oxford University Hospitals NHS Foundation Trust, with RDM researchers leading five of the research themes in the NIHR Biomedical Research Centre: Oxford. This ensures a close dialogue between basic and clinical research. RDM's work in underpinned by excellence in molecular medicine, stem cell biology, metabolism, genomics, imaging and clinical laboratory science.

The Department's long-term vision is to use science to support a healthier longer life for all. Whilst RDM cannot deliver this alone, most areas of research within the department touch upon common diseases such as heart disease, stroke, diabetes, and cancer as well as the impacts of ageing. Discovery and translational research on these areas all have the potential to substantially impact healthy lifespans across the population. Accordingly, RDM's mission is to improve health through cross-disciplinary research to understand shared mechanisms of disease and to accelerate the transition from scientific discovery to clinical care.

Within the Department there are currently four sub-divisions and one research institute:

- The Division of Cardiovascular Medicine (CVM) including the Cardiovascular Clinical Research Facility (CCRF), Oxford Centre for Clinical Magnetic Resonance Research (OCMR), and the Acute Multidisciplinary Imaging and Interventional Centre (AMIIC)
- The Nuffield Division of Clinical Laboratory Sciences (NDCLS) including the MRC Molecular Haematology Unit (MHU)
- The Investigative Medicine Division (IMD) including the MRC Translational Immune Discovery Unit (TIDU)
- The Oxford Centre for Diabetes, Endocrinology and Metabolism (OCDEM)
- The majority of research groups within the MRC Weatherall Institute of Molecular Medicine (WIMM)

RDM delivers the teaching for a significant part of the clinical student curriculum and has approximately 140 postgraduate research students.

RDM fosters a positive culture that is inclusive and supportive of all staff and students, enabling them to reach their full potential. The Department holds a Silver Athena Swan award, renewed in September 2024, recognising the focus on developing organisational and cultural practices that promote gender equality and create an inclusive and diverse working environment. For more information please visit: https://www.rdm.ox.ac.uk/.




# OXFORD UNIVERSITY HOSPITALS NHS FOUNDATION TRUST (OUHFT)

Oxford University Hospitals (OUH) is a world-renowned centre of clinical excellence and one of the largest NHS teaching trusts in the UK. Clinical care is delivered by experienced specialists at the pinnacle of their profession. The Trust is made up of four hospitals – the John Radcliffe Hospital (which also includes the Children's Hospital and West Wing), Churchill Hospital and the Nuffield Orthopaedic Centre, all located in Oxford, and the Horton General Hospital in the north of Oxfordshire. It provides a wide range of clinical services, specialist services medical education, training and research.

The collaboration with the University of Oxford underpins the quality of the care that is provided to patients, by incorporating the delivery of high-quality research bringing innovation from the laboratory bench to the bedside, and the delivery of high-quality education and training of doctors.

Existing collaborations include the ambitious research programmes established through the NIHR BRC: Oxford, funded by the National Institute for Health Research (NIHR). It also hosts the Thames Valley and Oxford Health Innovation Network (HIN) with the aim of improving patient care by putting innovation at the heart of the NHS, linking healthcare with academia, research and business.

For more information on the Trust and its services visit http://www.ouh.nhs.uk/.



# THE POSITION

The George Pickering Professorship of Stroke Medicine is a highly prestigious appointment within the Radcliffe Department of Medicine (RDM), in the Medical Sciences Division (MSD) of the University of Oxford. As the George Pickering Professor, you will contribute scientific strategic direction and senior academic leadership to RDM and more widely to Oxford Medicine. The chair's inaugural postholder was Professor Alastair Buchan FMedSci.

This post is available as either a clinical or a non-clinical position. If appointed to a clinical post, you must be medically qualified, hold MRCP(UK) or an equivalent qualification, have a Certificate of Specialist Training (CCT) in a relevant clinical specialty and be registered with the GMC with a licence to practise and be on the Specialist Register. You will have an outstanding research record of international stature in translational science or experimental medicine related to stroke medicine, with a focus on acute stroke. There is also a particular interest in experimental therapies identified through integration of advanced imaging techniques and omic platforms to enhance patient stratification; and big data initiatives. The research you lead will aim to understand how disease mechanisms can be rapidly translated into therapeutic opportunities.

Your research in stroke may link with a broad range of clinical sub-specialties, including cardiovascular, metabolic medicine, haematology, immunology and inflammatory diseases, imaging, biomedical engineering or data science imaging, acute stroke treatment and intervention. For a clinically-qualified and active applicant, the role may include clinical activities in stroke medicine as an OUH Honorary Consultant, aligning with research activities, and in conjunction with OUH NHS stroke physicians and clinical lead. You will be strongly committed to the recruitment, training and mentoring of the next generation of researchers in the area.

Stroke is an important cardiovascular disease, and anticipating synergies between a postholder and other aspects of cardiovascular sciences, including the imaging, intervention and data research in RDM's Acute Multidisciplinary Imaging & Intervention Centre (AMIIC). Stroke Medicine shares many important aspects across RDM's major areas of research activity (vascular disease, thrombosis, arrhythmias, clinical imaging, interventional techniques) as well as other MSD Departments, notably the Nuffield Department of Clinical Neurosciences, with the stroke prevention programme led by Peter Rothwell and other associated researchers. RDM launched a new Research Strategy in October 2025, prioritising cross-disciplinary research across cardiovascular and metabolic medicine, links with immunity and inflammation and platforms such as imaging, AI and big data, making this role a crucial contributor to the realisation of RDM's Research Strategy.

In the last few years there have been major new advances in stroke research in Oxford that have the potential to attract and synergise with the new Pickering Chair. These include:

1. The new Acute Multidisciplinary Imaging & Intervention Centre (AMIIC) that has been repurposed from the former AVIC facility, and now includes state of the art photon-counting CT imaging that can be used for research in patients presenting as an emergency with acute stroke, and aligns seamlessly with CT as the front-line imaging test for acute stroke.
2. A fully integrated interventional facility, co-located with the CT scanner, to undertake acute thrombectomy and other interventions for treatment of acute stroke, enabling both delivery of emergency clinical care and research to develop new imaging and interventional techniques, and new treatments for acute stroke patients.
3. Through AMIIC and other Oxford groups, including the OxVasc cohort and colleagues in the Big Data Institute, Engineering and Computer Science, a major programme of AI-driven research to identify new predictors and 'invisible' information from imaging data, linked to clinical follow up.
4. Greater cross-disciplinary links with Oxford's internationally-leading discovery science, engaging with neurosciences and haematology (especially inflammation and blood clotting), including unique human model systems such as organoids ('brain, vessels and blood cells on a chip').

As the Pickering Chair you will be pivotal to connecting discovery science in RDM (including the MRC Weatherall Institute of Molecular Medicine and other RDM divisions) with related activities in other departments in the Medical Sciences Division (MSD) and the Mathematical, Physical and Life Sciences Division, and with translational activities in the NIHR Biomedical Research Centres in Oxford and other related programmes. You will take a complementary approach to other relevant professorial posts and developments in MSD, including the Wolfson Centre for the Prevention of Stroke and Dementia, in the Nuffield Department of Clinical Neurosciences. Maintaining and expanding partnerships with industry, and engaging with current and emerging trends, is also a priority.

The ideal candidate will possess a compelling vision for the advancement of stroke medicine over the next 10-15 years and the strategic leadership skills to drive this vision forward. A demonstrated history of innovative, collaborative research with national and international impact, is essential.

The Radcliffe Department of Medicine embrace diversity and inclusion in their recruitment campaigns, and would welcome applications from candidates currently underrepresented in senior roles in the University, particularly women, candidates of colour and disabled candidates with diverse backgrounds. The University of Oxford actively promotes and supports flexible working across sites. We can offer flexibility in the schedule and terms of the number of hours worked.

The University of Oxford is a member of the Athena Swan Charter for the advancement of gender equality, representation, progression and success for all, and holds an Athena Swan Silver award at institutional level. RDM holds a departmental Silver Athena Swan award in recognition of organisational and cultural practices that promote gender equality and create a better working environment for all. Contact equality@admin.ox.ac.uk for further information about Athena Swan at the University of Oxford.

Please see https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/pay-structures/academic-staff-pay for a description of the different types of academic posts at Oxford.

Appropriate office space will be provided, along with a laptop, IT support and PA assistance.





# DUTIES OF THE POST

You will be a member of both the University and the College community. You will be part of a lively and intellectually stimulating research community which performs to the highest international levels in research and publications and will have access to the excellent research facilities which Oxford offers.

The main duties of the post are as follows:

### Leadership

- You will be expected to offer leadership in research and training, to sustain the environment of academic excellence within RDM and the wider University.
- You will offer senior academic leadership in RDM and may take on responsibility for an area of cross-cutting research in the department, and/or another senior academic leadership role.

### Research

- You will be expected to undertake internationally excellent and original research and to lead a world-class programme of research in any area of relevant to stroke medicine. This will include responsibility for all aspects of the appointment, supervision, and management of the staff in the team; deciding on skill mix and setting appropriate personal development and training plans. Applicants with a translational research programme with real prospects of impacting on patient care are particularly encouraged.

### Research Income

- You will be expected to establish a substantial, externally funded research group and to secure significant long-term funding for research which will fully support the work of the group.

### Teaching

- You will be required to undertake original work and the general supervision of research and advanced work in your subject and department, and to assist students in their studies by advice or informal instruction.

### Supervision

- You will be required to act as the supervisor of a graduate student as and when requested to do so by a faculty board or other competent body, unless you can show reasonable cause, to the satisfaction of the body concerned, why on a particular occasion you should not do so.

### Examining

- You may be required to take part in University examining as and when requested to do so by a committee for the nomination of examiners.

### Fundraising

- You will be expected to support the Department's fundraising activities, to increase the resources available to support the Department's research and teaching (e.g. student scholarships).

### Administrative duties and good citizenship

- As a senior academic leader within the University, you may be asked to perform senior administrative and/or leadership duties within the Department including:
  - chair committees and/or working groups, and contribute to departmental and divisional planning and strategic development
  - accept headship of the department in which your post is held, if invited to do so by the divisional board (applies to every professor who is employed by the University, unless individually exempted)

### College Duties

- We are seeking a College affiliation for this post. Typically this will be a Governing Body Fellowship, which will require attendance at Governing Body six times a year, acting as an adviser to up to ten graduate students, and participating in the College Committee system during term-time.

### Clinical Duties, where applicable

- For candidates appointed on a clinical basis, the post will be held in conjunction with an honorary consultant contract with the relevant NHS Trust. The University is committed to working in partnership with Oxford University Hospitals NHS Foundation Trust to advance excellence in research, teaching and patient care. Clinical, administrative and other duties may be undertaken under arrangements agreed between the Medical Sciences Division and the appropriate NHS bodies. The final job plan, including clinical duties, will be agreed with the NHS Trust and approved by the Head of Division (or their nominee).

- The clinical component should normally be configured to support the academic objectives of the Professorship. The precise clinical commitment will be agreed with the successful candidate at the time of appointment and reflected in an agreed job plan.

- Clinical responsibilities may include:
  - Provision of specialist clinical services in an agreed area relevant to the candidate's expertise.
  - Participation in clinical governance, audit, CPD, appraisal and revalidation
  - Teaching and training of clinical and academic trainees, where appropriate.
  - Delivery of an appropriate level of direct clinical care, together with associated administrative, multidisciplinary team (MDT) and other professional responsibilities, as agreed within the clinical job plan.



## Clinical Supervision

For those interested in undertaking this post as a clinical position:

- All new consultants are required to access mentorship. The Clinical Director/AMD will approve the mentorship arrangements and will make recommendations of a mentor if necessary. NHS Trusts expect all honorary consultants to engage in Continuing Professional Development (CPD), clinical audit, and quality assurance activities such as reviews of clinical outcomes, and/or morbidity and mortality. Each honorary consultant has a duty to remain in good standing with the relevant Royal College for CPD, to undertake an annual consultant appraisal and ensure that they are able to fulfil the GMC's requirements for revalidation.
- Please note this post does not have any general medicine component of on call work requiring any time off in lieu.
- For applicants who currently practise outside the UK it is anticipated that GMC registration and entry on the Specialist Register can be established after the applicant has been offered the position.

## Hazard-specific / Safety-critical duties

- This post includes hazards or safety-critical activities. If you are offered the post, you will be asked to complete a health questionnaire which will be assessed by our Occupational Health Service (OHS), and the offer of employment will be subject to a successful outcome of this assessment.
- For clinical posts, NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. For more information see the Terms and Conditions section of this job description. You may be required to work in clinical areas with direct contact with patients.

## Selection Criteria

Your application will be judged only against the criteria which are set out below. You should make sure that your application shows very clearly how your skills and experience meet these criteria.

The University is committed to fairness, consistency and transparency in selection decisions. Members of electoral boards (selection committees) will be aware of the principles of equality of opportunity, fair selection and the risks of bias. There will be both female and male board members.

If, for any reason, you have taken a career break or have had an atypical career and wish to disclose this in your application, the electoral board will take it into account, recognising that the quantity of your research may be reduced as a result.





# THE PERSON

**You will demonstrate the following:**

- Proven track record as a first-class internationally-recognised researcher, with a higher postgraduate degree (PhD or equivalent) and evidence of distinction in research in a subject area directly related to the post. The University of Oxford is a proud signatory to the San Francisco Declaration on Research Assessment (DORA), which means all hiring, tenure and promotion decisions will evaluate applicants on the quality of their work, not the impact factor of the journal where it is published;
- Substantial independent research funding;
- Established leadership of a major research group which includes responsibility for all aspects of the appointment, supervision, and management of the staff in the team; deciding on skill mix and setting appropriate personal development and training plans;
- Proven experience in a senior academic leadership position;
- Demonstrated potential to develop productive interactions with other scientists within a clinical and basic science context, that illustrate a commitment to improving human health;
- Experience and commitment to teaching;
- Research interests that are synergistic with the existing strengths of the department, as described in the overview;
- Enthusiasm for college life, particularly in relation to the value of cross-disciplinary interactions and the interface of research and practice, as well as the support of postgraduate students;
- Commitment to promoting awareness and understanding of equality, diversity and inclusion and embedding these principles among staff and students;
- A research programme that shows prospect for impacting on translational medicine and patient care.

**For applicants for a clinical post only:**

If appointed to a clinical post it must be held in conjunction with an honorary (non-stipendiary) contract with the relevant NHS Trust. Applicants appointed to clinical posts must be medically qualified, GMC registered and a Member, or Fellow, of the relevant Royal College. (For applicants who currently practise outside the UK it is anticipated that GMC registration and entry on the Specialist Register can be established after the applicant has been offered the position.) You should be willing to participate in the requirements for revalidation.

# THE LOCATION – **OXFORD**

The University has been part of the city for at least 800 years and is both an integral part of its fabric and the beneficiary of its support. While spires and towers, libraries and laboratories, and museums and gardens shape the look and life of the city, they could not exist in isolation from Oxford itself. The University of Oxford contributes around £5.8 billion to the UK economy, and supports more than 50,000 full time jobs. Globally, the impact is £7.1 billion. The University is also an important regional contributor, adding £2.3bn a year to the Oxfordshire economy and supporting 33,700 jobs in the county.

## Events and Festivals

The city hosts a series of events and festivals throughout the year including:

- IF Oxford, a science and ideas Festival is packed with inspiring, entertaining and immersive events for people all ages.
- Oxford Literary Festival, a week-long literary festival held in venues across Oxford in late March or early April.
- Artweeks, a visual arts festival held during May, when artists and crafts people open their homes and studios to the public.
- Oxford Pride, a one-week festival in June, which brings together lesbian, gay, bisexual, transgender and transsexual communities.

## Museums

Oxford's museums, including the Ashmolean, Pitt Rivers, Museum of Natural History and the Museum of the History of Science, contain collections of international importance. Each of the University's museums has its own education service to develop programmes to increase public access to the collections.

## Culture

The collegiate University has a long and distinguished reputation in music. Some college choirs, such as the Christ Church, Magdalen and New College choirs, can be traced back centuries. Oxford Philomusica is the University's professional orchestra in residence, while the Oxford University Orchestra is a student orchestra of professional calibre. Green Templeton is a more recent hub of musical activity with equipment and practice facilities, regular performances and a Big Band. The city also has a thriving music scene. Jazz venues include The Spin at the Tap Social (Botley), while the Oxford O2 Academy (Cowley Road) hosts both local and international bands. Oxford Contemporary Music promotes a wide range of new music, from contemporary classical music to experimental rock and world music.

## Parks and Gardens

Oxford boasts a large amount of green space, including beautiful riverside walks, the University Parks, the oldest botanic garden in the country, as well as college gardens including around the eighteenth-century Radcliffe Observatory at Green Templeton. Six miles south-east of the city, you can enjoy Harcourt Arboretum, which contains one of the finest collections of mature trees in the country. Entrance is free on presentation of a University Card. Wytham Woods, a 400-hectare expanse of woodland and grassland, lies three miles north-west of Oxford and can be reached via Wolvercote or the northbound A34.





# ENQUIRIES AND APPLICATIONS

Applications must include:

- Your full contact details including email and full postal addresses, and a telephone number.
- A covering letter or supporting statement explaining how you meet the criteria set out above, using examples of your skills and experience.
- A full CV and publications list.
- The name, institution and contact details (e-mail address and telephone number) of precisely three referees. You will be advised in advance of when referees will be contacted.

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission. We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant or members of staff shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

The University and colleges welcome applications from candidates who have a disability or long-term health condition and is committed to providing long term support. The University's disability advisor can provide support to applicants with a disability, please see https://edu.admin.ox.ac.uk/disability-support for details. Please let us know if you need any adjustments to the recruitment process, including the provision of these documents in large print, audio or other formats. If we invite you for interviews, we will ask whether you require any particular arrangements at the interview. The University Access Guide gives details of physical access to University buildings https://www.accessguide.ox.ac.uk/.

Please submit applications through the WittKieffer Candidate Portal here. Candidates can also find this portal via the WittKieffer website.

To enquire about a confidential conversation please contact:

**Natalie Derry**, nderry@wittkieffer.com Tel: +44 (0) 740 885 1596, or

**Sarah Sayer**, ssayer@wittkieffer.com Tel: +44 (0) 740 880 3678

Applications close at **12 noon on Friday 4th December 2026**.

All applications will be considered by the appointment panel as soon as possible after the closing date. The appointment panel is free to search for other candidates at this or any subsequent stage in its proceedings. You will be kept informed of the progress of your application at each stage, but in some cases there may be a delay while deliberations are ongoing. All shortlisted candidates will be interviewed and will be asked to give a short presentation to the appointment panel as part of the interview.

# UNIVERSITY BENEFITS, TERMS AND CONDITIONS

**Standard Duties**

- to engage in teaching and research and in clinical and administrative work under the direction of the head of division.
- under conditions agreed upon between the Board of the Medical Sciences Division and appropriate agents of the NHS, you will perform such clinical, administrative and other duties in the hospitals or general practices associated with the University, as the divisional board may determine or approve.

It is expected that professors will generally participate in the business and affairs of the relevant department.

**Details of University policy in the following areas can be found at the links provided.**

**Salary**
https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/pay-structures/academic-staff-pay

**Pension**
https://finance.web.ox.ac.uk/uss

**Sabbatical Leave**
https://governance.web.ox.ac.uk/legislation/council-regulations-4-of-2004

**Outside Commitments**
https://hr.admin.ox.ac.uk/holding-outside-appointments

**Intellectual Property**
https://governance.admin.ox.ac.uk/legislation/council-regulations-7-of-2002

**Managing Conflicts of Interest**
https://www.ox.ac.uk/research/support/governance-and-committees/research-policies/conflict-of-interest-policy

**Membership of Congregation**
https://www.ox.ac.uk/about/organisation/governance
https://governance.admin.ox.ac.uk/legislation/statute-iv-congregation

**Family Support**
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment
https://www.ox.ac.uk/about/jobs/life-in-oxford/childcare-and-schooling/childcare
https://www.newcomers.ox.ac.uk/

**Welcome for International Staff**
https://www.ox.ac.uk/about/jobs/life-in-oxford
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/visas-and-immigration

**Relocation**
https://www.ox.ac.uk/about/jobs/working-here/pay-and-reward/relocation-scheme-arrangements-guide-for-new-starters

**Promoting Diversity**
https://www.ox.ac.uk/about/how-we-are-run/equality-diversity

**Freedom of Speech**
Code of practice on Freedom of Speech | Compliance

**Other benefits and discounts for University employees**
https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

### Equal Opportunity

The University of Oxford is committed to equal opportunity, and to being a place where everyone belongs and is supported to succeed. We recognise how the diversity of our community enriches our ability to deliver on our academic mission. We welcome applications from individuals from all backgrounds, including those under-represented within higher education. No applicant shall be unlawfully discriminated against on the basis of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.

Employment with the University and progression within employment will be determined according to personal merit and the application of criteria related to the duties and conditions of the post. In all cases, the primary consideration will be the ability to perform the job.

As stated in the University's Equality Policy and Equality, Diversity and Inclusion Strategic Plan, our commitment to equality and diversity goes hand in hand with our commitment to academic freedom and free speech.

### Pre-employment Screening

The appointment of the successful candidate will be subject to the University's standard pre-employment screening. This will include right-to-work, proof of identity, references, a pre-employment health declaration, and any other checks as applicable to the post. We advise you to read the notes for applicants at https://jobs.ox.ac.uk/pre-employment-checks. NHS Trusts will not allow honorary contract holders to commence clinical contact with patients unless documentary evidence is produced of Hepatitis B status, BCG vaccination/TB immunity, and Rubella immunity. You would therefore be required to produce such documentary evidence.

### Medical Defence Society

You will be required to belong to a medical defence society if you are involved in private practice (see below), and it is strongly recommended that if you are not involved in private practice, you maintain at least the basic cover provided by such bodies.

### Private practice

You will be permitted to engage in private practice in the hospitals in Oxford on such terms as the Medical Sciences Board may from time to time determine, provided that such private practice:
(i) shall be undertaken only in your name;
(ii) shall be subject to the same general arrangements as govern the holding of consultancies and outside appointments by university employees.

### Retirement

The University operates an employer justified retirement age for academic posts of 30 September immediately preceding the 70th birthday. See https://www.ox.ac.uk/about/jobs/explore-our-careers/applications-process/terms-and-conditions-of-employment

### Data Privacy

https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy
https://compliance.admin.ox.ac.uk/data-protection-policy

# ANNEX A – **DRAFT JOB PLAN**

**Proposed Consultant Job Plan - George Pickering Professor of Stroke Medicine**
**OUTLINE JOB PLAN WEEKLY PROVISIONAL PROGRAMMED ACTIVITIES**

| Day | Time | Location | Work | Categorisation | No. of PAs |
|---|---|---|---|---|---|
| Monday | | JR | Academic Activities | University | |
| | | | | | |
| | | | | | |
| | 1400 | JR | Alternating Specialist Outpatient clinic | DCC | 0.5 |
| | | | | | |
| Tuesday | 0800 | JR | MDT meeting | DCC | 0.25 |
| | | | | | |
| | | JR | Academic Activities | University | |
| | | | | | |
| | | JR | Academic Activities | University | |
| Wednesday | | JR | Academic Activities | University | |
| | | | | | |
| Thursday | 0800 | JR | General Outpatient Clinic | DCC | 1 |
| | | | Outpatient admin | DCC | 0.25 |
| | | | | | |
| | 1300 | JR | Medical Grand Round | SPA | 0.25 |
| Friday | | | | | |
| | 0900 | JR | Audit, CPD, Revalidation | SPA | 0.25 |
| | | JR | Academic Activities | University | |
| Saturday | | | | | |
| | | | | | |
| | | | | | |
| Sunday | | | | | |
| | | | | | |
| | | | | | |
| Additional agreed activity to be worked flexibly | | | | | |
| Predictable emergency on-call work | | | | | |
| Unpredictable emergency on-call work | | | | | |
| TOTAL PAs | | | | | 2.5 |

| Programmed activity | Number |
|---|---|
| Direct clinical care (including unpredictable on-call) | |
| Supporting professional activities | |
| Other NHS responsibilities | |
| External duties | |
| TOTAL PROGRAMMED ACTIVITIES | |

Anticipated on-call availability supplement

Agreed on-call rota e.g. 1 in 5:

Agreed category (delete):

On-call supplement %:

This is an indicative job plan - the actual initial job plan worked will be negotiated with the Clinical Director upon appointment and may vary depending on the candidates experience and the clinical need within the department