

Academic Foundation Programme (UoA: Cambridge)

To commence
August 2018

INFORMATION FOR APPLICANTS



UNIVERSITY OF
CAMBRIDGE

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INTRODUCTION

The Cambridge Academic Foundation Programme (AFP) is part of Health Education East of England's East Anglian Foundation School. It is a well-established and successful programme which, between 2009 and 2017, has seen 132 trainees join the Programme. The majority of trainees who complete their AFP at Cambridge continue on an academic pathway. Of those with a known destination, just under half went on to an ACF programme and in total over half (54%) took an academic route. For more information on the East of England Foundation School and the University of Cambridge can be found at Appendix 1.

The East Anglian Foundation School, University of Cambridge and Cambridge University Hospitals Trust all work together to offer Academic Foundation Programme trainees clinical and academic rotations that meet their clinical and academic needs. The Programme is well supported in departments and being based on Cambridge Biomedical Campus for their Year 2, trainees have access to outstanding researchers and leading clinicians in their field.

The programme expanded in 2017 with a new partnership following the creation of the Essex, Bedfordshire, and Hertfordshire Foundation School and with the benefit of funding from the NIHR BRC. There are now a total of 24 posts in the Cambridge Academic Foundation Programme. More information on the Essex, Bedfordshire, and Hertfordshire Foundation School can be found at Appendix 1.

All involved in the development, recruitment, and administration of the Programme are proud of what we offer and the trainees who join us.

We are keen to encourage applications from talented candidates with academic potential who would like the opportunity to work in an academic environment or who are already committed to an academic career path. These posts will deliver the core competencies of Foundation Training and will be enhanced by an academic curriculum.

This Pack contains information that will help you complete your application. In addition to the information you find here, please follow the links included throughout the document for further information.

The East of England Foundation School manages the **application process** locally. Any queries related to application requirements, eligibility, Oriel, shortlisting or interview notifications, offers and similar should be directed to them. Email: recruitment.eoe@hee.nhs.uk

The Academic Foundation Programme Director in Cambridge is Professor Andrew McCaskie. Queries related to the academic options or the overall programme can be directed to the Clinical Academic Training Office (CATO) office. Email: cato@medschl.cam.ac.uk

Academic Foundation Programme, Cambridge – August 2018 start

Background

A place on the Academic Foundation Programme offers the opportunity to spend protected time on academic research. At Cambridge, this will be one four-month rotation during FY2. The remaining five rotations will be clinical attachments, during which clinical competencies must be met.

In Foundation Year 1, trainees are based at District General Hospitals in Bedford, Bury St Edmunds, King's Lynn, Peterborough, or Stevenage. Foundation Year 2 brings them back to Cambridge, to complete two further clinical rotations and their academic rotation at Cambridge University Hospitals Trust, Addenbrooke's. Further information about Addenbrooke's Hospital and the District General Hospitals can be found at Appendix 2 in this document.

During their academic block, Foundation Year doctors have no clinical commitments but will be required to keep up with their training portfolios. This may include attendance at a clinic or a documented case discussion and will be outlined by your Department when you join it.

There are 24 posts available to start in August 2018. We will recruit 3 trainees to each of the following academic options: Medicine, Neuro-Critical Care & Pain, Neurosciences, Surgery and Choice A, B and C and EBH.

The 'Choice' options reflect the support for the Academic Foundation Programme within the academic departments and gives trainees the opportunity to select their academic rotation from one of the following: Clinical Radiology, Experimental Medicine & Immunotherapeutics, Haematology, Medical Microbiology, Oncology, Paediatrics, Psychiatry and Transplant and Regeneration.

On the following pages, you will find detailed information on each of the academic options available. The link to the 2018 rotations for Cambridge is [here](#) and the link to the three rotations that fall under Essex, Beds and Herts Foundation School but with their academic research placement in F2 at Addenbrooke's Hospital, Cambridge is available [here](#). This is for information only and correct at the time of publication – please make sure you use the post references as per Oriel when making your application.

Trainees that are offered a Choice EBH post will be contacted periodically by Clinical Academic Training Office (CATO) as part of the NIHR BRC funding process and reporting procedure.

ACADEMIC ROTATIONS

MEDICINE
Overview
<p>The Department of Medicine is the largest department in the Clinical School, comprising 12 divisions, each involved in research related to human disease. The Department of Medicine currently houses 24 professors and over 750 directly employed and affiliated research and support staff. The department currently holds grants to the value of approximately £145m, with an annual expenditure of approximately £15m.</p>
Research Component
<p>Principal investigators in the Department of Medicine are a mix of clinical and non-clinical scientists, and direct world-class research programmes in the fields of</p> <p><i>Cardiovascular Medicine</i> <i>Diabetes and Endocrinology</i> <i>Experimental Medicine and Immunotherapeutics</i> <i>Gastroenterology and Hepatology</i> <i>Immunology</i> <i>Infectious Diseases</i> <i>Metabolic Medicine</i> <i>Renal Medicine</i> <i>Respiratory Medicine</i> <i>Rheumatology</i></p> <p>The research interests of the Divisions are necessarily broad, although many groups work in the general area of immunity, inflammation and infection. Investigators in the Department perform high quality basic scientific as well as translational research, and to do this maximise synergy with other scientists on the Cambridge Biomedical Campus and throughout the region. Research is focused on areas of relevance to human disease, with the aim being to understand the mechanisms of disease and to deliver novel therapeutic approaches to the clinic.</p> <p>AFY trainees will find a rich field of research opportunities to choose from. Details on the scope, breadth and depth of these research programmes can be found at http://www.med.cam.ac.uk (see also Cambridge Immunology at http://www.immunology.cam.ac.uk).</p> <p>Given the vast number of opportunities, personal advice and guidance for trainees admitted to the programme is available through the AFY lead for Medicine, Arthur Kaser.</p>
Department Academic Teaching/ Department Expectations
<p>During their four-month attachment, AFY trainees will be embedded within thriving research environments within individual labs and be exposed to and learn pertinent state-of-the-art (experimental, clinical, and computational) techniques. They will work on a specific research project and receive formal training relevant to the context of the chosen research. This will also create an excellent environment to identify research groups to team up with for future research, e.g. to prepare for PhD or post-doctoral fellowship applications.</p>
Lead Academic
Professor Arthur Kaser ak729@medschl.cam.ac.uk http://www.med.cam.ac.uk/

CLINICAL NEUROSCIENCES
Overview
Neuroscience in Addenbrooke's Hospital enjoys a long and formidable academic history. The Department of Clinical Neurosciences comprises Neurology, Neurosurgery and the Cambridge Centre for Brain Repair. From the clinical perspective both the Neurology and Neurosurgery are leading academic units with international reputations.
Research Component
<p>In Neurology, areas of research expertise encompass the neurodegenerative disorders (Alzheimer's disease, Huntington's disease, Parkinson's disease), neuroinflammatory disease (multiple sclerosis and antibody-mediated disorders), stroke, neurogenetics and mitochondrial disorders. Patient-based studies are supported by world-class neuroimaging (including 7T MRI and PET-MRI) at the Wolfson Brain Imaging Centre and cognition research in collaboration with the MRC Cognition and Brain Sciences Unit. The Department has a strong track record in therapeutics, with the pioneering of novel monoclonal antibody treatments for MS and involvement in stem cell-based treatments for Huntington's disease, as well as in diagnostics such as the use of virtual reality based navigation tasks to detect preclinical Alzheimer's disease. Lab-based research into disease mechanisms are undertaken within the Department and in the Centre for Brain Repair, and in this context Cambridge is one of the centres for the UK Dementia Research Institute which aims to elucidate mechanisms of disease with a view to developing disease-modifying therapies.</p> <p>In Neurosurgery, research into neurovascular disorders, traumatic brain injury, hydrocephalus, brain tumours and spinal disorders complements a wide ranging clinical practice which includes both adults and children. Current projects include the application of advanced cerebral imaging (MRI, XeCT, PET and 3D CT) and multimodality monitoring (e.g. intracranial pressure, microdialysis, brain oximetry, transcranial Doppler, near-infrared spectroscopy). These methods are used to evaluate head injury, stroke, brain tumours and other cerebral disorders. There is also a growing clinical trial portfolio that will provide experience with trial management and design.</p> <p>For further information on current research interests please see our list of postgraduate research projects on http://www-neurosciences.medschl.cam.ac.uk/postgraduate-training/projects/</p>
Department Academic Teaching/ Department Expectations
<p>Each trainee will be expected to:</p> <ol style="list-style-type: none"> 1. Participate in a new and/or ongoing research project under a named supervisor. This work may form part of a higher degree or pave the way for an application to do so. 2. Contribute to abstracts, peer reviewed publications and grant applications as appropriate. 3. Present at Neuroscience meetings. 4. Participate in the research/ laboratory meetings of the research supervisor's group. 5. Attend Clinical Departmental and Academic meetings. 6. Attend outpatients as appropriate. 7. Foster links with senior members of the Department with the aim of considering a future academic career
Lead Academic
Dr Dennis Chan dc598@medschl.cam.ac.uk http://www-neurosciences.medschl.cam.ac.uk/

NEURO-CRITICAL CARE & PAIN
Overview
Established in 1991, the University of Division of Anaesthesia provides a world-class academic environment with research programmes in brain injury, major trauma, critical illness and persistent pain. The Academic FY2 rotation in Neuro-Critical Care & Pain combines clinical training in an acute medical specialty and critical care with an introduction to research. We encourage applicants with academic and clinical aspirations in a range of specialties, including anaesthesia, intensive care medicine, emergency medicine, acute medicine, rheumatology, palliative care, neurology and neurosurgery.
Research Component
Successful applicants can choose to join in a current research theme within the Division of Anaesthesia (http://anaesthetics.medschl.cam.ac.uk/) or work in the laboratories of our research collaborators in the University of Cambridge. The programme provides opportunities for exposure in genetics, cellular biology, systems neuroscience and data science, with links to all clinical specialities but particularly those mentioned above (see Overview). Additionally, the Academic Division is linked to regional, national and international clinical and research networks, including East England Major Trauma Network, NIHR-Health Informatics Collaborative, Collaborative European NeuroTrauma Effectiveness research.
Department Academic Teaching/ Expectations
<p>The AFY placement will be overseen by Professor David Menon (Head of Division) and Dr Michael Lee (Programme Lead) with day-to-day supervision by a named investigator. All AFY appointees will be offered a formal interview prior to starting the attachment, after which a suitable project or supervisor will be identified.</p> <p>During the 4 month attachment, AFY trainees are expected to (i) provide a written review of scientific literature relevant to their project, (ii) acquire methodological skills (iii) develop an understanding of ethical and governance issues that are particular to critically ill adults unable to consent for themselves or experimental pain research methods, (iv) present at least one research abstract at a scientific conference and (v) participate in relevant group or departmental meetings, hospital rounds or clinics.</p> <p>Past appointees have gone on to a range of posts, including NIHR Academic Clinical Fellowships, ACCS schemes, core medical training, fellowships in intensive care, pain medicine and run-through neurosurgical training.</p>
Lead Academic
Dr Michael Lee ml404@cam.ac.uk or Professor David Menon dkm13@cam.ac.uk .
AFY applicants are encouraged to directly contact investigators within the Division of Anaesthesia for information on specific research themes, or potential projects.

SURGERY
Overview
<p>The University Department of Surgery is one of the leading academic surgical departments in the UK and offers a stimulating and challenging academic environment in which to gain experience of surgical research. The major research focus of the department is organ transplantation, regenerative medicine and tissue engineering. This research interest is aligned to the world-renowned multi-organ transplant unit and to the Division of Orthopaedic Surgery at Cambridge University Hospitals NHS Foundation Trust. Cambridge is the only fully integrated abdominal organ transplant unit in the UK offering kidney, pancreas, liver and intestinal/multi-visceral transplantation. The transplant unit offers a fully integrated multi-professional environment for training with close working relationships between consultant transplant surgeons, nephrologists, hepatologists and gastroenterologists. Regenerative medicine is the major research focus of the Division of Orthopaedic Surgery, led by Prof Andrew McCaskie, the Director of the Arthritis Research UK Tissue Engineering Centre and the Head of the Department of Surgery. He leads a translational research programme with emphasis on regenerative therapy in Osteoarthritis. This work ranges from stem cells to advanced materials and the associated clinical translation.</p>
Research Component
<p>During the research attachment you will be expected to select a clinically based research project to undertake with help and guidance from the senior academics within the department of surgery. There are many potential projects to choose from, including projects which are already on-going and those which you will fully develop yourself. In addition you will be encouraged to write up a case report or review. The experience will provide a stimulating introduction to clinical research and is expected to lead to a publication and presentation of results both locally and nationally. You will also have the opportunity of contributing to research meetings and journal clubs within the department of surgery.</p>
Department Academic Teaching/ Department Expectations
<p>You will gain excellent experience in the medical and surgical management of all types of abdominal organ transplantation in a supportive and evidence based clinical environment. This includes the management of patients with life-threatening and complex problems in the high dependency beds within the transplant unit. Ward rounds are multidisciplinary and allow involvement in all aspects of management of patients undergoing transplantation.</p> <p>You will gain an excellent introduction to clinical research and an understanding of the scope and nature of academic surgery.</p>
Lead Academic
<p>Professor Michael Nicholson mln31@cam.ac.uk http://surgery.medschl.cam.ac.uk/</p>

CHOICE A, B, C and EBH
Overview
<p>Trainees can select one of the 8 Choice academic options available. They are Clinical Radiology, Experimental Medicine and Immunotherapeutics, Haematology, Medical Microbiology, Oncology, Paediatrics, Psychiatry and Transplant and Regeneration.</p> <p>Posts will be offered in order of final ranking. You will be asked to confirm your academic specialty preference. Again, you do not have to have made a decision but please be aware that Departments will find it easier to accommodate you the more notice they are given.</p>

CLINICAL RADIOLOGY
Overview
<p>The University Department of Radiology is located on the Addenbrooke's site and is closely integrated with the Cambridge University Hospitals NHS Foundation Trust Department of Radiology. The department provides a wide range of research and educational activity along with clinical imaging services within the NHS. We have access to some of the best imaging equipment available and Radiology is now one of the most popular and competitive training programmes in the UK. We have been running a highly successful Academic Clinical Fellowship programme in Radiology since 2006 and we are now offering experience in Clinical Radiology to more junior trainees as part of the AFY programme.</p>
Research Component
<p>Imaging has become an essential part of the biomedical sciences, not only for diagnosis and monitoring of subsequent therapy, but also for providing unique insights into causation of disease, pathophysiology and the translation of novel treatments from the laboratory into patients. We have world-class imaging facilities both clinically and pre-clinically; the University of Cambridge is among the leading centres for imaging research in the UK and undertakes world-leading research in many areas. The University Department of Radiology has close links with many other departments/institutes to facilitate this research e.g. CRUK Cambridge Institute, Wolfson Brain Imaging Centre, Departments of Clinical Neuroscience, Medicine, Oncology and Engineering. Mentorship will be provided within the department to successful candidates.</p> <p>During the academic phase of this rotation, Foundation Year doctors have no clinical commitments but will be required to maintain their training portfolios. This may include attendance at documented case discussions and will be outlined when you commence your rotation. There will be the opportunity to attend clinical reporting sessions in plain films, CT, MRI, ultrasound as well as gaining experience in other aspects of imaging such as nuclear medicine (including PET) and radiological intervention. Trainees can attend multidisciplinary team meetings and clinic-radiological conferences as well as the weekly radiology lecture series on Wednesday. However, given the short attachment to the departments we encourage you to dedicate this stage of the rotation to research.</p>
Department Academic Teaching/ Department Expectations
<p>The department has a strong track record for research. Trainees will be given the opportunity to pursue their own interests where possible and will be assigned a supervisor and a specific project during the programme. Trainees will be encouraged to present their results at national conferences as well to produce peer-reviewed publications from their work. This programme will be an excellent preparation to consider an application for ACF training and/or a higher degree in medical imaging. Trainees will be taught the skills to achieve their own publications in co-operation with the lecturers, professors and consultant staff.</p>
Lead Academic
<p>Dr Ferdia Gallagher fag1000@cam.ac.uk http://radiology.medschl.cam.ac.uk/</p>

EXPERIMENTAL MEDICINE AND IMMUNOTHERAPEUTICS
Overview
EMIT (Experimental Medicine and Immunotherapeutics) is part of the department of Medicine that has a very strong international scientific reputation. EMIT seeks to lead on translational experimental medicine projects on Campus. Many of these are undertaken in collaboration with the two world-leading Pharmaceutical companies that are located on the Addenbrooke's Campus (Astra-Zeneca, including MedImmune, and GSK).
Research Component
The protected research components of this programme can be undertaken in a variety of established labs on Campus or within groups of our on-site Pharmaceutical partners. The breadth of our work is shown here: http://www.med.cam.ac.uk/divisions-and-research-groups/experimental-medicine-and-immunotherapeutics/
Department Academic Teaching/ Department Expectations
The programme gives a unique opportunity to experience the full bench-to-bedside pathway of modern drug development. Projects may be suitable for subsequent Masters or PhD research which is strongly encouraged. ACL posts funded by AZ are available now and this funding is expected to increase.
Lead Academic
Dr Kevin M O'Shaughnessy kmo22@medschl.cam.ac.uk

HAEMATOLOGY
Overview
The University Department of Haematology provides a superb research environment with world-class programmes in haematopoietic malignancies, stem cell biology, transcriptional and epigenetic regulation, bone marrow failure syndromes, the structural biology of blood coagulation and transfusion medicine. In addition, the Department also has close links with other departments and Institutions within the University, particularly the Cambridge Stem Cell Institute (CSCI) and with the nearby Wellcome Sanger Institute. The Department also has an enviable recent track record in developing successful independent clinician scientists. Applicants will be based in existing research groups within the department, where they will be able to expand their research experience, which will occur in 3 distinct blocks.
Research Component
There are a number of world-class programmes of research within the department of haematology. For specific details the applicant is referred to http://www.haem.cam.ac.uk/
Department Academic Teaching/ Department Expectations
Applicants will gain exposure to the research groups currently working in the department of Haematology and their collaborators and to the techniques that they are applying. Exposure to a number of groups will expand the research experience of the applicant and allow them to make an informed decision about which research group to partner with for future research/PhD.
Lead Academic
Professor Brian Huntly bjph2@cam.ac.uk http://www.haem.cam.ac.uk/

MEDICAL MICROBIOLOGY
Overview
<p>The Public Health England (PHE) Clinical Microbiology and Public Health Laboratory (CMPHL) provides a diagnostic microbiology service to Cambridge University Hospitals, Papworth Hospital and Hinchingbrooke Hospital Health Care NHS Trusts, local GP practices, and Health Protection Units. Extensive clinical liaison is undertaken to provide advice on the diagnosis and therapy of microbial disease. The service also provides Infection Control strategy and practice, and antibiotic and antifungal stewardship. The Institution has a strong track record in the provision of training in clinical microbiology. The range and complexity of patients seen at Addenbrooke's, Papworth and Hinchingbrooke Hospitals provides a broad range of patient experience required for microbiology training. There are 5 trainees, which provide the flexibility required for research-active trainees to undertake blocks of research training and experience. There are 7.5 WTE Consultant staff who have undergone training in educational and clinical supervision. The application of microbial whole genome sequencing to diagnostic and public health microbiology is at the forefront of research in this speciality. Although this technology is likely to become widely disseminated and used in the future, there are currently few clinical centres where training in its application can be gained.</p>
Research Component
<p>The academic Department of Microbiology was established in 2009 with the appointment of Professor Sharon Peacock as Professor of Clinical Microbiology (Department of Medicine, University of Cambridge). She held this post from 2009-2015; the post is pending re-appointment. Professor Gordon Dougan joined the Department of Medicine as Professor of Microbial Pathogenesis in 2015. His research focuses on the genetic analysis of host/pathogen interactions during infection, particularly those involving enteric bacteria. He has worked extensively in both academia and industry, making important contributions in the field of vaccinology where he has worked to improve vaccine delivery to poorly resourced regions. Dr Estee Torok is a Clinician Scientist Fellow (Department of Medicine), an Honorary Consultant in Infectious Diseases & Microbiology (Addenbrooke's Hospital) and an Honorary Consultant Microbiologist (Public Health England). She has 20 years' clinical research experience in infectious diseases including malaria, viral hepatitis, TB, HIV and S. aureus bloodstream infections in the UK and southeast Asia. Her current research focuses on translating microbial whole-genome sequencing from a research tool into the clinical environment to inform patient management, infection control and public health. She is also interested in medical education and public engagement and mentors clinical academics. There are strong links between the Department of Medicine and Professor Julian Parkhill, Professor Nick Thomson, and Dr David Aanensen at the Wellcome Trust Sanger Institute http://www.sanger.ac.uk/, and with Professor James Wood at the Department of Veterinary Medicine http://www.vet.cam.ac.uk Additional research opportunities available through the Cambridge Infectious Diseases Strategic Initiative http://www.infectiousdisease.cam.ac.uk/</p>
Department Academic Teaching/ Department Expectations
<p>There are several weekly educational opportunities in infectious diseases and medical microbiology including seminars and departmental meetings to which the trainee will be expected to contribute. The trainee may also be involved in teaching undergraduate medical students.</p>
Lead Academic
<p>Dr Estee Torok et317@cam.ac.uk</p>

ONCOLOGY

Overview

The Cancer Directorate of Cambridge University Hospitals is the clinical arm of the Cancer Research UK Cambridge Centre. It is a busy regional cancer centre providing comprehensive research-led care by consultants in both Medical Oncology and Clinical Oncology to the local population as well as attracting increasing numbers of patients from outside the region.

The CR UK Cambridge Centre combines the research of the University and surround with the clinical facilities of the Hospital. The NHS Trust is fully supportive of the plans for the expansion of cancer research, and has made cancer a 'flagship' area for the future. Cancer Research UK has awarded "Major Cancer Centre" status to Cambridge along with the Universities of Manchester. The educational mission of the CR UK Cambridge Centre places a particular emphasis on training the future leaders of research in cancer. Cambridge is particularly well-suited to the conduct of translational research and excellent links between the clinical and scientific parts of the department are therefore crucial.

We are therefore very excited to offer Academic Foundation Year posts to allow trainees to experience oncology practice and research in Cambridge. Given the oncology facilities and people in Cambridge, we are extremely well placed to offer further clinical and research training opportunities to gifted trainees within the integrated academic training program.

Research Component

Cambridge has research strengths ranging from the very basic to the fully clinical. Examples include:

- 1) the Cancer Research UK Cambridge Institute, which is a world-class institution focusing on translational oncology research
- 2) the Cambridge Cancer Trials Centre, which has been in the top quartile of Cancer Research Networks for many years in terms of recruitment of patients to clinical studies and randomised clinical trials.
- 3) the Experimental Medicine Training Initiative, a strategic scheme, supported by the University of Cambridge in partnership with the Cambridge University Hospitals, NIHR Cambridge Biomedical Research Centre and Industry Partners AstraZeneca/MedImmune and GSK.

During the AFY, the post-holder will have an excellent opportunity to experience clinical and translational oncology research both in the in-patient and out-patient setting.

Department Academic Teaching/ Department Expectations

During the AFY post, the trainee will become familiar with the management of oncology emergencies and with the key components of the medical care of cancer patients.

There is a wide range of academic and clinical seminars available which the AFY will be encouraged to attend. Attendance at the weekly radiological review meeting and the varied seminar program on campus is expected.

We hold regular Oncology Fellows Day at which Clinical Research Training Fellows, who are usually studying for a PhD, present their work to their peers and the faculty in order to receive constructive feedback in a semi-formal setting. The AFY will be expected to attend one of these days, but will not be expected to present at this stage.

Lead Academics

Medical Oncology: Dr Simon Pacey scp46@medschl.cam.ac.uk

Clinical Oncology: Dr Rajesh Jena rjena@nhs.net

<http://www.oncology.cam.ac.uk/>

PAEDIATRICS
Overview
<p>The Department of Paediatrics is an internationally recognised centre for research in child health and development. In particular, leading groups study Neonatal neurodevelopmental disorders and brain injury, Paediatric solid cancers, Endocrine-Genetic regulation of child growth and development, Type-1 diabetes, Epigenetics and mucosal immunology, and Experimental Medicine and Phase I/II Studies in Children. The senior academic staff include:</p> <p>Professor David H Rowitch, Head of Department Professor David Dunger (Director of Research) Dr Carlo Acerini (University Senior Lecturer) Dr Katherine Beardsall (University Lecturer) Dr Roman Hovorka (Director of Research – Institute of Metabolic Science) Dr Ken Ong (Affiliated Lecturer – MRC Epidemiology Unit) Dr Nazima Pathan (University Lecturer) Dr Matthias Zilbauer (University Lecturer)</p>
Research Component
<p>The AFY trainee will undertake a short 4 month research project under the supervision of one of our senior academic staff members. They will also have to opportunity to gain understanding of a wide range of Paediatric Research methods, including clinical trials, physiological studies, epidemiology, genetics and laboratory-based research. Key research areas of the Department of Paediatrics are described on its website: http://paediatrics.medschl.cam.ac.uk/</p>
Department Academic Teaching/ Department Expectations **
<p>The AFY placement will be overseen by Professor David H Rowitch (Head of Department) and Dr Ken Ong (Regional Academic Advisor) with day-to-day supervision by specific investigators. In addition to hands-on research experience, we will guide the AFY trainee to develop a short research proposal to include: scientific background, hypothesis generation, study design, outcomes, and ethical and methodological issues.</p> <p>The AFY trainee will gain a valuable exposure to the whole scope of Paediatric Research and an understanding of the ethical, governance, and study design issues particular to carrying out research in children and young people. We anticipate that the AFY trainee will develop a keen interest in and enthusiasm to pursue a clinical academic career in a particular area of Paediatric Research.</p>
Lead Academics
<p>Professor David H Rowitch chr25@medschl.cam.ac.uk Dr Ken Ong Ken.Ong@mrc-epid.cam.ac.uk http://paediatrics.medschl.cam.ac.uk/</p>

Transplant and Regeneration
Overview
The Transplant and Regenerative choice programme is a programme suited to both Surgery and Medicine, where aspects of transplant or regenerative therapy apply. The programme is aligned to the BRC Transplant and Regenerative theme and also relates to wider international strengths on the Biomedical Campus. Many areas of this field can be explored and, by way of example, this could range from regenerative therapy in osteoarthritis (McCaskie) to aspects of immunity in organ transplantation (Clatworthy).
Research Component
The protected 4 month research time will be laboratory based. The specific laboratory will be selected when the research topic is confirmed, allowing for the candidates with a specific interest to be taken into account (although this is not a requirement). This will make use of the world class facilities available across the biomedical campus.
Department Academic Teaching/ Department Expectations
Applicants will gain exposure to the research groups currently working in the field of transplant and regeneration and their collaborators and to the techniques which they are applying. This will expand the research experience of the applicant and allow them to make an informed decision about their future research/PhD (Please note that this programme will be limited to three placements).
Lead Academic
Professor Andrew McCaskie awm41@medschl.cam.ac.uk

Supervision

Academic supervisor

As an Academic Foundation Doctor you will be given the opportunity to engage with an academic supervisor who will be responsible for overseeing your academic work and providing constructive feedback during your placement. This supervisor will also act as your research placement supervisor.

Your academic supervisor should agree the academic learning objectives and how they will be achieved at the beginning of the academic placement or programme. He/she will be responsible for the assessment of academic progress and confirming what has been achieved within the academic component of the programme.

Clinical supervisor

A clinical supervisor will be responsible for overseeing your clinical work and providing constructive feedback during each training placement.

It may be appropriate for the clinical supervisor to delegate some supervision to other doctors although he/she remains responsible for your supervision.

Educational supervisor

Your educational supervisor will be a clinician responsible for the overall supervision and management of your educational progress during your foundation training placement or series of placements. They are responsible for your educational agreement as a clinical foundation doctor. Your educational supervisor will help with your professional and personal development as a foundation doctor.

The Academic Curriculum

All Foundation Trainees, including Academic trainees, will be expected to acquire the core competencies of foundation training. Details of the Foundation Programme curriculum, including competencies and assessment can be found on The Foundation Programme website <http://www.foundationprogramme.nhs.uk/pages/curriculum-eportfolio>. In addition, Academic Trainees can use the UK Foundation Programme's [Academic Compendium](#) to identify, with their academic supervisor, outcomes and competences that they can work towards, to demonstrate academic achievement.

The Compendium identifies outcomes related to research, medical education, and management/leadership.

Those related to research include:

- Identifies a specific research question and develops an appropriate study protocol
- Writes and submits an application for funding
- Writes and submits an application for ethical approval (local/national)
- Conducts a study/experiment (lab-based study, a study that uses patients/human volunteers or a population-based study)
- Writes up a study/experiment for publication in a peer-reviewed journal
- Presents the study/experiment results at a local/national/international meeting

Progress and achievement in competences from the Academic Compendium should be recorded in the trainee's ePortfolio.

Other Learning Opportunities

There is a wealth of learning opportunity available through Departments, the Clinical School, CATO and the organisations on the Cambridge Biomedical Campus. Academic supervisors are often be best placed to offer advice if needed. Opportunities include:

- Seminars and Events advertised through the School of Clinical Medicine and CATO
- Department specific seminars and training
- Grand Rounds take place every Wednesday during term-time at the Clinical School
- Access to University of Cambridge library / journals on completion of VRA (Visiting Researcher Agreement)

Clinical Academic Training Office (CATO)

The University's Clinical Academic Training Office (CATO) co-ordinates the Clinical Academic Programmes here at Cambridge, including the Academic Foundation Programme.

The team are the **first point of contact** for any concerns or queries clinical academic trainees may have. If they can't directly help, they will signpost you on to someone who can.

There are many opportunities available to clinical academic trainees that will present themselves through the CATO office. These include:

A **Welcome Event** which is held each September to introduce new AFY and ACF trainees to their programmes and offer an opportunity to meet other clinical academic trainees and academic leads.

The **Annual Academic Dinner** is held in January. Usually accompanied by an invited speaker, this is another opportunity to meet fellow AFY, ACF and CL trainees.

Each July, the AFP **Annual Research Day** is held in conjunction with NIHR-BRC Cambridge. At this event, the AFY2 trainees are expected to submit an abstract of their academic block research and present a poster. A number of trainees each year will be asked to make a presentation based on their abstract.

A **Mentoring Scheme** is in place. This is part of a framework offering various options to meet the needs of trainees on the academic clinical programmes.

Bar Scientifica and **other events** are organised and/or publicised through the CATO office. Details are usually emailed to trainees. Recent events include mentoring and basic science.

Circulation of relevant/useful information Trainees are included in circulation of information related to clinical academics. These may be specific to their programme or for general interest.

Access to **seminars** run as part of the MPhil in Translational Biomedical Research, details will be available on the Graduate and Clinical Academic Training website.

Website CATO's website offers a range of information on all the programmes it manages, useful links and information, calendar of events and information specific to current trainees. You can view the website [here](#).

The Application Process

Application to the Academic Foundation Programme is made through the national process, via the online Oriel system. The 2018 Person Specification can be found at Appendix 3 below. For detailed guidance on applying for the 2018 Foundation Programmes, please go to The Foundation Programme [website](#). The site has lots of information on the Foundation Programmes, including the [FP/AFP 2018 Applicant's Handbook](#) and the [Rough Guide to the Academic Foundation Programme](#).

Please remember that any applications submitted via Oriel past the deadline of 12.00 noon (BST) 13 October 2017 will not be considered

Interviews

Candidates shortlisted for interview will be informed via Oriel.

Interviews for the Cambridge Academic Foundation Programme will be held during the period **27-30th November 2017** at the Cambridge Biomedical Campus.

On the day of interviews, each applicant will be interviewed and scored by a single panel comprising both clinical and academic personnel using standardised scoring criteria and consists of both clinical and academic questions. You will not be required to bring a portfolio with you, but should ensure you have proof of identity (preferably a passport).

Interview travel expenses will not be reimbursed.

Please note that Skype interviews are not offered - even if your elective period coincides with the interview dates. Therefore you must attend in person. If you have a medical condition or caring responsibility which precludes you from attending any of the interview dates, you should contact the Foundation School Administrator directly for advice.

Points to Note

'White Paper' Questions in the application form

These questions offer an opportunity for applicants to show the shortlisting panel why they would be an excellent Academic Foundation trainee. Please take time to give full, considered responses in this section.

If you have any queries regarding the application process, e.g. Oriel, completing your application, interview dates etc., please contact recruitment.eoe@hee.nhs.uk

ACADEMIC FOUNDATION PROGRAMME
**FREQUENTLY ASKED
QUESTIONS.....**

How does an Academic Career Pathway work?

In a nutshell, Clinical Academic Training programmes allow you to complete your clinical competencies alongside protected academic time.

21 AFY posts were advertised from 2014-2016. For 2017-19 there were 24 posts advertised.

How many AFY posts are there each year?

Do you miss out on clinical training?

No - Academic trainees are expected to meet the same clinical competencies as their non-academic colleagues.

What is looked for in a good application?

Strong academically, interest in research, good answers to the 'white paper' questions, evidence of a rounded person, who can relate to patients

Do I need to have a PhD to apply for an AFY?

NO! Only 11% of this year's applicants held PhDs.

What happens after AFY?

Trainees frequently move on to an Academic Clinical Fellowship or other academic opportunity.

I don't want to jeopardise a clinical place if I'm unsuccessful.

The application processes are separate so that's not a problem.

But I don't know what project I would want to do!

For the AFY programme, you're not expected to know.

What are past trainees doing now?

We have 22 trainees who have gone on to be Clinician Scientists, Senior Fellows or University Lecturers. 45 have won Wellcome Trust / AMS Starter Grants, 69 ACFs have progressed to PhD or equiv academic posts. Many at all levels have won prestigious prizes and published work.

Do I have to start my academic career NOW?

No - if you miss out on an AFY place, it will not exclude you from other academic programmes and opportunities in the future.

What if I decide the academic life is not for me?

You can return to a purely clinical path.

QUERIES AND FURTHER INFORMATION

The East of England Foundation School manages the **application process** locally. Any queries related to application requirements, eligibility, Oriel, shortlisting or interview notifications, offers and similar should be directed to them.

Health Education East of England (HEEoE)
2-4 Victoria House,
Capital Park
Fulbourn
Cambridge
CB21 5XB

Foundation School Enquiries: recruitment.eoe@hee.nhs.uk

Information about the **Clinical Academic Training Programmes** managed by the University of Cambridge, can be found through the Clinical Academic Training Office (CATO) [website](#). Queries regarding specific departments can be directed through the Academic Leads for the Academic rotations available. This information is detailed on pages 5-15 above. Other queries can be directed to the CATO office: cato@medschl.cam.ac.uk

Hospitals

[Addenbrooke's Hospital](#)

[Bedford](#)

[Peterborough](#)

[Queen Elizabeth, King's Lynn](#)

[West Suffolk, Bury St Edmunds](#)

[Lister Hospital, Stevenage](#)

Other Useful links:

[University of Cambridge](#)

[School of Clinical Medicine](#)

[Cambridge Biomedical Campus](#)

[The UK Foundation Programme](#)

[FP/AFP 2018 Applicant's Handbook](#)

[Rough Guide to the Academic Foundation Programme](#)

[The UK Foundation Programme Academic Compendium](#)

[Visit Cambridge](#)

[Cambridge News](#)



Health Education East of England (HEEoE)

Health Education East of England (HEEoE) is the Local Education and Training Board that covers Bedfordshire, Hertfordshire, Cambridgeshire and Peterborough, Norfolk, Suffolk and Essex. HEEoE is a subcommittee of Health Education England, and we exist to ensure the security of workforce supply and continuously to improve the quality of education, training and development in the east of England. We also aim to enable the health and care workforce to respond effectively to the needs of patients, carers and families in the east of England's 5.8m population.

Our vision is to be the best we can be and to be a great place to work in order to improve the quality of services provided to patients in the region. Quality lies at the heart of what we do and we are a frontrunner in embedding the values set out in the NHS constitution in the work of Health Education England and our partners. We have a track record of educational excellence and innovation aimed at providing you with the springboard to your perfect career.



The East Anglian Foundation School

We deliver foundation training in Cambridgeshire, Suffolk, Norfolk, East and North Herts and Bedfordshire. Our remit extends across a wide geographical area including the beautiful Suffolk coastline, the rural Norfolk broads, and cities with excellent amenities and transport links to London. We have close undergraduate links with Cambridge University Medical School and the University of East Anglia Medical School, as well as two large teaching hospitals in the historic cities of Cambridge and Norwich. The EAFS delivers training programmes at 10 district general hospitals and a multi-regional unit in Papworth, all of which have an excellent reputation for postgraduate medical education and training. Further information about the EAFS can be found on our [website](#).

The Essex, Bedfordshire and Hertfordshire Foundation School

In 2017 the first foundation trainees will start in the new Essex, Bedfordshire and Hertfordshire Foundation School (EBH) Foundation. EBH has been created from the 615 posts that have been repatriated from the North London Foundation Schools to sit within Health Education East of England. EBH has responsibility for the delivery of foundation training in Essex, Bedfordshire and Hertfordshire, extending across a wide geographical area including both coastline and cities with easy transport links to London. The posts have been reconfigured within the eight vibrant hospital trusts and associated mental health and community placements of the region: Southend; Basildon; Mid Essex Trust; Princess Alexandra Hospital, Harlow; Colchester; E and N Herts; W Herts; Luton. It continues to have close undergraduate links with the London Medical Schools and the University of Cambridge School of Clinical Medicine as well as post graduate links with local universities including the University of Hertfordshire and the Anglia Ruskin University.

The University of Cambridge

We are one of the world's oldest universities and leading academic centres, and a self-governed community of scholars. The University comprises 31 Colleges and over 100 departments, faculties, schools and institutes plus a central administration. The mission of the University of Cambridge is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence.

The School of Clinical Medicine is one of the UK's leading Medical Schools. Its strength is built on close relationships with pre-clinical science on the one hand, and on translational partnerships with NHS organisations on the other. It comprises Departments, including Clinical Biochemistry, Haematology, Medical Genetics, Medicine, Obstetrics and Gynaecology, Oncology, Paediatrics, Public Health and Primary Care, Psychiatry, Radiology, Surgery and Clinical Neurosciences which map onto service delivery within the University Hospital and undergraduate and postgraduate clinical teaching. For further information, please visit: <http://www.medschl.cam.ac.uk/>.

Excellence in Partnership

The School is a member of **Cambridge University Health Partners**, a partnership between the University of Cambridge, Cambridge University Hospitals NHS Foundation Trust (the main acute hospital trust for Cambridge), Papworth Hospital NHS Foundation Trust (a specialist Cardiothoracic hospital) and the Cambridge and Peterborough NHS Foundation Trust (the regional Trust responsible for Mental Health).

Cambridge University Health Partners has been awarded "Academic Health Science Centre" status in recognition of its excellence in research, education and clinical service, and of the close working relationships between the partners which enable this excellence to be achieved.

Cambridge University Health Partners is based on the **Cambridge Biomedical Campus**. This campus hosts activities of all four of the partners, and is the main physical site for two of them. It also hosts Institutes and Units run by other bodies which make major contributions to the richness of the environment. These include the Medical Research Council, Cancer Research UK and GlaxoSmithKline. Together, the partners intend to double the size of the Cambridge Biomedical Campus by 2020. New developments will include additional clinical space to accommodate expansion and improvement of healthcare, including the relocation of Papworth Hospital and Astra-Zeneca's research headquarters onto the campus, new research space associated with the clinical developments, and a commercial biomedical science park.

Through the University of Cambridge, CUHP has access to a wealth of pre-clinical excellence, both in Clinical School Departments and Institutes, and in the School of the Biological Sciences.

Excellence in Research

The School's research strategy has identified a number of strategic themes, which are aligned with the strategic themes of the School of the Biological Sciences and our NHS partners. These are:

- Cancer Research
- CardioVascular Medicine
- Diabetes, Endocrinology and Metabolism
- Epidemiology and Public Health
- Genetics and Genetic Medicine
- Haematological and Transplantation Medicine
- Infection and Immunity
- Neurosciences and Mental Health
- Stem Cells and Regenerative Medicine
- Women's health

Further information may be found at: <http://www.medschl.cam.ac.uk/research/research-themes/cancer-research/>

APPENDIX 2 HOSPITALS

Addenbrooke's Hospital, Cambridge University Hospitals NHS Foundation Trust

Addenbrooke's is a national flagship NHS hospital, having achieved NHS Foundation Trust status in July 2004. Situated in Cambridge, it has more than 8,000 members of staff and 1,000 beds.

Addenbrooke's provides emergency, surgical and medical services, and is a centre of excellence for specialist services for organ transplantation, bone marrow transplantation, neurosciences, renal services, cleft lip and palate reconstruction, treatment of rare cancers, medical genetics and paediatrics. The Trust also includes the Rosie Hospital, which provides a full range of women's and maternity services. The hospital has 37 operating theatres, 5 intensive care units, 14 clinics and over 50 wards. In a typical year it will treat over 73,000 men, women and children as inpatients, over 102,000 people attending accident and emergency; with over 57,000 visits to outpatient clinics.

The hospital is part of the Cambridge Biomedical Campus and shares its site with a range of other organisations including the University of Cambridge Clinical School, the National Blood Service, and laboratories funded by the Medical Research Council (MRC), the Wellcome Trust, GlaxoSmithKline and the University of Cambridge Hutchison/Cancer Research UK (CRUK) Cancer Centre, which houses 30 research groups using the latest techniques to target cancer. Papworth Hospital is due to re-locate to the site in 2018. It works in partnership with the University and other major scientific and charitable organisations and is a key member of the Cambridge Academic Health Science Centre (AHSC). This partnership brings the member organisations together in pursuit of outstanding excellence in clinical care, clinical education and health research in order to improve services to patients.

Bedford Hospital NHS Trust

The Trust serves a population of approximately 270,000 across Bedfordshire and surrounding areas (with a 900,000 catchment for vascular services). Its core local authority populations are Bedford Borough (160,000) and Central Bedfordshire (260,000). The Trust has over 2500 members of staff (making it the largest local employer in Bedford) and a current turnover of approximately £180m. Its main commissioner is Bedfordshire Clinical Commissioning Group.

The hospital enjoys strong community support with over 200 volunteers at the Trust and over £9 million being raised by the independent Bedford Hospitals Charity over the past 10 years. The support from the charity has enabled the Trust, for example, to build a dedicated cancer centre, the Primrose unit.

The Trust has approximately 360 beds and provides a full range of acute services, with beds for Care of the Elderly, ENT, General Medicine, AAU, General Surgery, Gynaecology, Neonatal, Obstetrics, Oncology, Trauma and Orthopaedics, Paediatrics, Vascular Surgery, Breast Surgery and Urology.

There is a full Level 2 A&E Department, with a recently opened Ambulatory Emergency Care Unit. The Critical Care Complex provides both High Dependency and Intensive Care beds to a maximum capacity of 12 beds. Other clinical services include Cardiology, with pacing facilities in the coronary care unit; Dermatology and Plastic Surgery, including a Laser Treatment Centre.

The Radiology Department has one digital fluoroscopy room for barium and MSK work, ultrasound, digital mammography, DEXA scanning, a twin headed gamma camera, two multislice CT scanners and two 1.5 Tesla MRI scanners (including MRA). PACS went live in June 2007 and the hospital is now 'film less'. Theatre 8 was redeveloped in 2010 as a vascular/interventional suite.

There are 9 operating theatres complemented by a full anaesthetic service and a consultant led pain service. Oral and Maxillofacial Surgery and Endoscopy patients are treated in their own specialist units. The Ophthalmology service is now managed within the Trust's facilities by Moorfields Eye Hospital NHS Foundation Trust.

North West Anglia NHS Foundation Trust

The North West Anglia NHS Foundation Trust is currently the newest acute hospital trust in England. Formed on 1 April 2017, the trust runs three busy hospitals – Peterborough City Hospital, Hinchingsbrooke Hospital and Stamford and Rutland Hospital. Together they serve approximately 700,000 residents living in Cambridgeshire, South Lincolnshire and the neighbouring counties.

Our hospital sites offer a wide variety of acute services to a growing population. All three sites deliver inpatient and outpatient services.

Previously the hospitals were run by two separate trusts – Peterborough and Stamford Hospitals NHS Foundation Trust and Hinchingsbrooke HealthCare NHS Trust. By combining the two trusts, we have been able to strengthen the clinical and financial sustainability of our hospitals which will help retain services that were previously deemed fragile and ensure patients can continue to be able to access treatments closer to home. In addition, the merger has increased the Trust's offering to prospective employees – with greater opportunities to work in larger teams and across the diversity of its sites in order to gain wider experience in their field

The new trust employs 6,000 staff and is supported by an army of 450 volunteers who dedicate some of their free time to support hospital services mainly in patient-facing roles.

Our Trust's strategic goal is Working together to be the best at providing outstanding care for local communities - something which all our staff will be focussed upon as our new Trust takes shape over the coming weeks and months.

Peterborough City Hospital: We are a purpose-built, state-of-the-art hospital that opened in 2010 and brought a range of new services to patients:

- A Radiotherapy Unit
- An Emergency Centre with a separate children's emergency department
- A dedicated Women's and Children's unit
- An expanded cardiac unit
- A new respiratory investigations facility
- An additional MRI scanner

Inpatients at the 635-bed hospital are cared for on modern wards with either single rooms with ensuite facilities or 3 or 4 bedded ward areas, each with their own bathroom.

This year an extended renal unit was opened offering 12 additional dialysis stations, and installing a third radiotherapy machine in its cancer services unit.

Queen Elizabeth Hospital, King's Lynn, NHS Foundation Trust

The Queen Elizabeth Hospital, King's Lynn secured Foundation Trust status in 2011. The Queen Elizabeth Hospital is an established 488 bed general hospital which together with 12 cots in the newly refurbished Neonatal Intensive Care Unit provides healthcare services to West and North Norfolk in addition to parts of Breckland, Cambridgeshire and South Lincolnshire.

QEH provides a comprehensive range of specialist, acute, obstetrics and community-based services. Treatment of cancer patients is amongst the best in the country, our Macmillan Centre provides palliative care for patients with cancer and other chronic illnesses, and we have a 'Charter Mark' award-winning Day Surgery centre and a nationally recognised Radiology Department that is one of only five units to have achieved the Imaging Standards Accreditation Scheme status. The Trust also works in partnership with Bourne Hall to bring IVF and Fertility treatment locally.

The catchment area covers the towns of King's Lynn, Wisbech, Hunstanton, Downham Market and Swaffham, with the remainder of the population in villages and hamlets across an area of more than 750 square miles. The population of this area is approximately 331,000 people.

West Suffolk Hospitals NHS Foundation Trust

The West Suffolk Hospital NHS Foundation Trust came into being in 1993, achieving foundation status in November 2011. It serves an area of approximately 600 square miles, which extends to Thetford in the north, Sudbury in the south, Newmarket to the west and Stowmarket to the East. This encompasses a population of approximately 275,000.

The West Suffolk Hospital has around 480 beds. The hospital provides a full range of acute services and has four specialist medical units; a Special Care Baby Unit, a six bed Intensive Therapy Unit, a 24-hour Recovery Unit, and a six bed Coronary Care Unit. A High Dependency Unit has been developed and there is a 12-bedded Dialysis Unit. There are eight operating theatres in the main theatre complex and substantial investment for a Diagnostic and Treatment Centre has allowed for the development of two extra day theatres, an ophthalmic unit and a ninth operating theatre. Specialty services such as plastic surgery and radiotherapy are provided by visiting consultants from Cambridge.

There is a wide range of radiological diagnostic facilities provided by nine consultant radiologists, including spiral CT, ultrasound, isotope imaging and MR. Other supporting services include the Pathology Department staffed by two Histopathologists, a Microbiologist and a Clinical Haematologist.

On site is the stand-alone Day Surgery Unit, St Nicholas Hospice, which is a ten-bedded unit, and 91 mental health beds, which form part of the local Community Healthcare NHS Trust. Suffolk West Primary Care Trust (PCT) currently provides 78% of the WSHT account with lesser purchasers in South Norfolk and Essex.

There is an excellent working relationship between the Hospital and local General Practitioners, many of whom have graduated through the General Practitioner Vocational Training Scheme. The West Suffolk Hospital receives both first and final year students from the current standard University of Cambridge Course.

East & North Hertfordshire NHS Trust

Following investment of £150 million in major new facilities at the Lister Hospital, the East & North Hertfordshire NHS Trust has brought together all its specialist emergency & inpatient services at the Stevenage hospital. State-of-the-art clinical facilities include a major new Emergency Department, the Hertfordshire Cardiology Centre (with 24/7 PPCI service) new scanning centre, McMilan chemotherapy unit in addition to new ward, endoscopy and theatre blocks. We serve a local catchment population of 600,000 across ENHT and parts of Bedfordshire, employing some 5000 staff. The Trust has 358 training posts with specialist training posts across five clinical divisions including Cancer services on our Mt Vernon site.

UK Foundation Programme Commencing August 2018 (FP 2018) Person Specification

	ESSENTIAL CRITERIA	DEMONSTRATED BY
Eligibility	Applicants must meet the requirements set out in the UK Foundation Programme 2018 Eligibility Criteria.	Eligibility checking
Qualifications	The applicant must have achieved, or expect to achieve, a primary medical qualification as recognised by the General Medical Council (GMC) by the start of the UK Foundation Programme 2018.	Eligibility checking
Clinical Knowledge & Skills	<p>The applicant must be familiar with and be able to demonstrate an understanding of the major principles of the GMC's Good Medical Practice (2013)¹ including:</p> <ul style="list-style-type: none"> • Knowledge, skills and performance • Safety and quality • Communication, partnership and teamwork • Maintaining trust <p>The applicant must be familiar with requirements as set out in Promoting excellence: standards for medical education and training (2016) including the relevant core skills.</p>	<p>Application²/ pre-employment screening</p> <p>Clinical assessment (<i>where appropriate</i>)</p>
Language & Communication Skills	The applicant must demonstrate skills in listening, reading, writing and speaking in English language that enable effective communication about medical topics with patients and colleagues, as set out in the GMC's Good Medical Practice (2013)¹.	<p>Application²/ pre-employment screening</p> <p>Clinical assessment (<i>where appropriate</i>)</p>
Attributes	<p>The applicant must demonstrate:</p> <ul style="list-style-type: none"> • an understanding of the importance of the patient as the central focus of care • the ability to prioritise tasks and information and take appropriate decisions • an understanding of the importance of working effectively with others • the ability to communicate effectively with both colleagues and patients • initiative and the ability to deal effectively with pressure and/or challenge • commitment to learning and continued professional development • self-awareness and insight into the boundaries of their own abilities • an understanding of the principles of equality and diversity. 	<p>Application²/pre-employment screening</p> <p>Clinical assessment (<i>where appropriate</i>)</p>

Probity	<p>The applicant must demonstrate appropriate professional behaviour, i.e. integrity, honesty, confidentiality as set out in the GMC's Good Medical Practice (2013)'.</p> <p>By the start of the programme, the applicant must demonstrate criminal record and barring clearance at the appropriate level and complete all other pre-employment requirements according to current government legislation.</p>	Application ² /pre-employment screening
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1 Please note that whenever General Medical Council documents are referenced, it is possible that revised versions will be produced after the UKFPO's information has been published. Therefore, applicants should always refer to the most up- to-date version of these publications.

2 Please note that the Application includes the Situational Judgement Test (SJT)