



Appointment of a
**Warwick Clinical Trials
Unit Director**

WARWICK

MEDICAL SCHOOL



CTU colleagues enjoying their annual summer sports day

Executive Summary

The University of Warwick is one of the UK's great success stories. Within 50 years we have become one of the country's best universities, consistently in the top 10 of UK league tables and rapidly climbing the international rankings of world-class universities.

Warwick Medical School (WMS) is a young medical school with big ambitions and a track record of success. We have an excellent reputation for our distinctive portfolio of high-quality education programmes, and for the excellence and global impact of our research. We strive to be innovative, bold, interdisciplinary, and inspiring. We share the University's vision of "excellence with purpose". We are inclusive, enabling talent to shine through from everyone. We are leaders in regional transformation aiming for the best health and wellbeing outcomes.

WMS now wishes to appoint a new Warwick Clinical Trials Unit Director, following the recent announcement that the current post holder has been promoted to Dean of Warwick Medical School. The new Director, who may come from a clinical, trialist or methodological background, will lead the Division of Clinical Trials. They will be a valued member of WMS Senior Leadership Team and will report to the Dean of Medicine.

About Warwick Clinical Trials Unit (CTU)

Warwick CTU is one of three research divisions within WMS. It was first established in 2005, received UKCRC CTU Registration in 2007 and became a member of the National Cancer Research Institute (NCRI) CTU Group in 2014. More recently the Warwick hub of the regional National Institute of Health and Care Research (NIHR), Research Design Service (RDS) joined the Division in September 2022, further increasing our capacity, strength, and reach.

Our vision is to lead world class clinical trials which transform the lives of patients. We are a strong, vibrant and enthusiastic team with a proven track record in delivering excellent high-quality research. We are proud of our interdisciplinary, inclusive, and collaborative approach and have established a thriving community of over 160 staff consisting of clinical trialists, statisticians, economists, clinicians, and operational teams.

We are consistently one of the most active CTUs in terms of our level of NIHR research activity and delivery, and to date we have supported around 340 trials and projects, recruited over 80,000 research participants, and attracted income of more than £77 million.

Warwick CTU is based at the University of Warwick, Gibbet Hill campus, in a modern, sustainable, purpose-built building, designed to support multidisciplinary team collaboration. We also have a satellite site within our Clinical Science Research Facility located on the campus of our NHS partner University Hospital Coventry and Warwickshire (UHCW).

With expertise in both their design and delivery, we specialise in trials that investigate complex health states and interventions. Our programmes of work draw together quantitative and qualitative methodologies in an evaluation framework. High quality, randomised evidence is generated to inform modern clinical and health care practice. Our work is predominantly in later phase trials which remain a priority for the Unit. Through strategic investment funding from the University, we are well placed to further grow and expand our innovation and translational medicine trial portfolios.

We champion diversity and prioritise our teams' wellbeing using a values-led approach, creating a rich environment for the development of the next generation of research leaders. We work closely with our regional and national NHS partners to deliver a portfolio of internationally excellent research. Our work has been recognised through an International Clinical Trial of the Year Award in 2014 and our researchers include three NIHR Senior Investigators, an Officer of the Order of the British Empire, a Fellow of the Academy of Medical Sciences, and a Hero of Hope of the International Pain Foundation.

The new Director of Warwick CTU - What we are looking for

The successful candidate may be clinical or non-clinical but will have a substantial portfolio of clinical trials research with an excellent impact and publication record alongside significant experience of managing research teams working in the complex environment of health care. They will inspire the commitment, trust and confidence of others, establishing a clear vision for the CTU that not only translates into action, but builds on and maintains its current strengths while also leading the unit to new horizons.

The Director will lead by example, and will bring substantial experience of building and maintaining cohesive teams with high levels of commitment and motivation. They will actively seek out opportunities to collaborate with others, both internally within the University of Warwick and externally, in order to enhance the quality of our research and our reputation. They will appreciate the value of public and patient participation, equality and inclusion, health economics and qualitative research in trials, and be familiar with UK Standards for Public Involvement in Research.

The successful candidate will be an excellent communicator with the ability to express complex ideas concisely in a way that engages others and encourages open communication. They will understand and be comfortable working within all the relevant legal and governance frameworks that apply to the University and Medical School as well as those specifically relevant to clinical trials and associated research. They will have a very strong commitment to quality.

Working with the Pro-Dean for Research, the new Director will have the opportunity to shape the recruitment of new academics arising from a £2.1m strategic investment from the University to grow our portfolio of clinical trials and accelerate translational research and innovation.

Our vision

Our **vision** is to lead world class clinical trials which transform the lives of patients.

Our values led approach

At WCTU, our core values underpin everything we do; they define who we are and how we conduct ourselves. They are key to the success of our unit:

Integrity: We always do the right thing and are open and transparent, taking ownership of our actions and learning from the past.

Collaboration: We develop and share ideas, best practice and lessons learnt, collaborating across disciplines and with our external partners.

Respect: We listen to, and value, each other's opinions, communicating and acting with respect and support for one another

Excellence: We work hard to create an environment where we can thrive, be the best we can be and, in doing so, make a difference.

Innovation and Efficiency: We use innovative thinking to challenge existing processes, solve problems and ensure efficiency.

Courage: We have the courage to take calculated risks, to ask for and respond to feedback, to speak up and to challenge respectfully when it is right to do so.



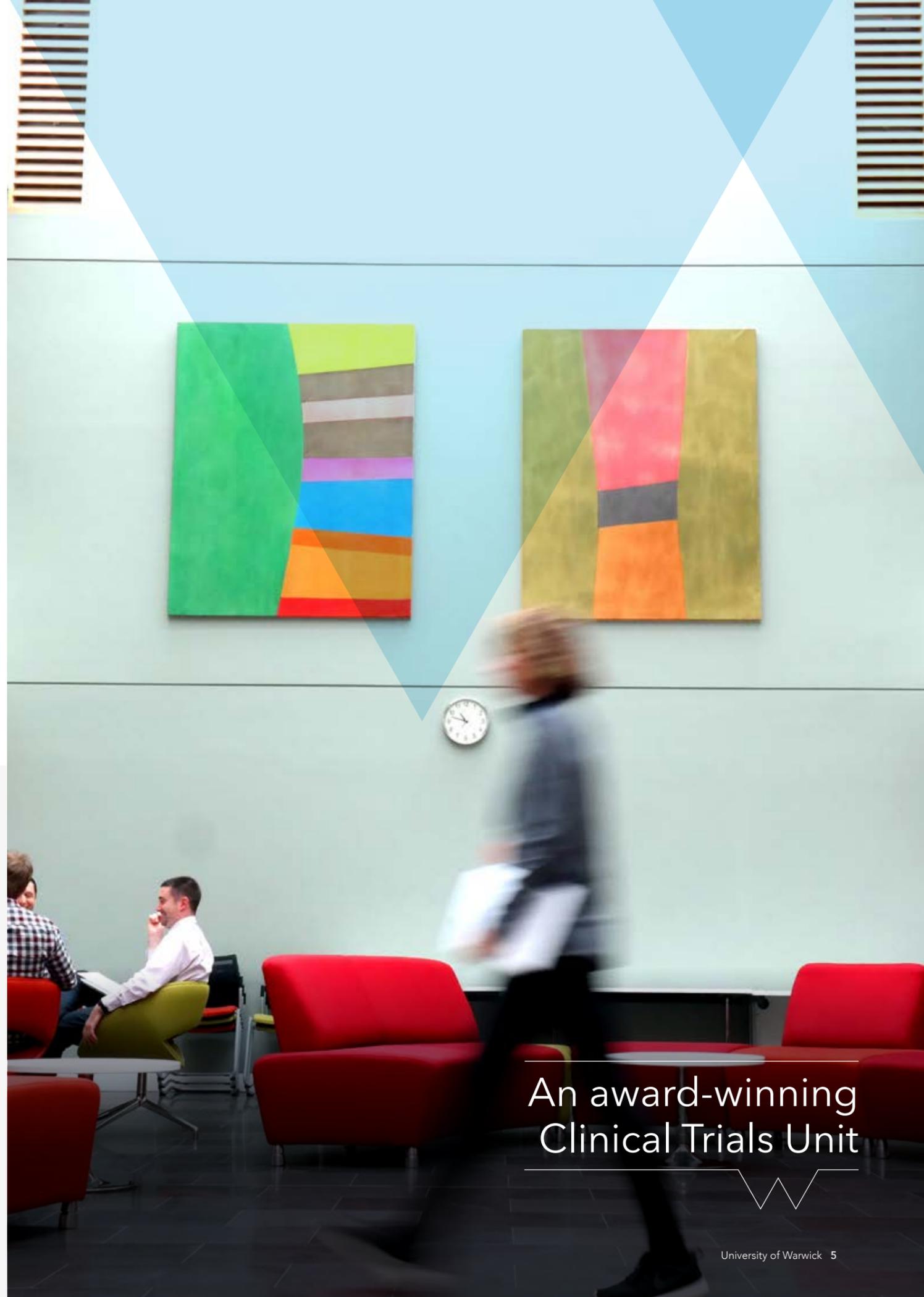
Job Description

Job purpose

As a member of the senior leadership team within WMS, to provide strategic and flexible leadership to Warwick Clinical Trials Unit (CTU), to build on its excellent reputation as a leading clinical trials unit specialising in the development, conduct, analysis, and interpretation of clinical trials.

To collaborate with senior academics and colleagues (clinical and non-clinical) to improve the evidence base for health care practice in a range of clinical areas and methodology for evaluative health care research. To develop strategic links with research groups across Warwick Medical School (WMS) and the wider University, partner NHS Trusts and other stakeholder organisations more broadly.

To undertake globally recognised research, teaching, administration, and other activities to support the work of WMS and Warwick CTU, in accordance with its vision to lead world class clinical trials which transform the lives of patients.



An award-winning
Clinical Trials Unit

Duties and responsibilities

Leadership

1. Provide strategic leadership to the Warwick Clinical Trials Unit (Warwick CTU) ensuring continued research excellence through supporting and developing existing research and research teams.
2. Identify and capitalise on new opportunities for development and expansion in the context of Warwick Medical School and University of Warwick strategic priorities. Ensure that the University of Warwick maintains and continues to develop its international profile in clinical trials and trial methodology. Build capacity within Warwick CTU to ensure its sustainability.
3. Ensure that Warwick CTU complies with all relevant legislation and continues to operate to the highest standards, and UKCRC full CTU registration status is maintained.
4. Oversee the portfolio of clinical trials within Warwick CTU and provide support to ensure they are carried out to the highest possible scientific standards - on time, within budget and in accordance with GCP, the protocol and adhering to all regulatory requirements.
5. Develop and agree operational objectives with academic staff to meet Warwick CTU's strategy and to support the strategic aims of WMS. To line manage senior academic staff within the Division of Clinical Trials, including annual review, development, job planning (where appropriate) and performance management.
6. Maintain oversight of the Warwick CTU finances and processes in accordance with the University of Warwick's financial regulations and contractual obligations.

Research

1. Maintain and develop outstanding personal research activity (diverse funding streams, influential publications that demonstrate originality and state-of-the-art investigations, PhD supervision) in order to ensure internationally excellent research outputs.
2. Consider the value of research achievements within their potential commercial context and where appropriate and with the assistance of the Research & Impact Services, take appropriate action to protect such research results by patent application or copyright to the potential benefit of the University.
3. Oversee collection of evidence of the impact of research undertaken in Warwick CTU.
4. Develop research capacity for Warwick CTU.
5. Be an advocate for open research, and advancing research assessment (e.g., Coalition for advancement of research Assessment; <https://coara.eu/>) and support the development of a positive research culture.

Teaching

1. Oversee Warwick CTU's contribution to the undergraduate and post graduate research and teaching, curriculum review, design and launch new degrees or other academic awards as appropriate.
2. Undertake teaching as agreed with the Dean of Warwick Medical School.

Administration and Other Activities

1. Attend departmental meetings and participate in other committees and working groups including chairing the Warwick CTU Strategic Leadership Group and participating in the Dean's Executive Meetings and WMS Senior Management Group.
2. Participate in relevant professional activities.
3. Undertake external commitments, which reflect, develop, and enhance the reputation of the University of Warwick. To contribute to national initiatives through membership of Clinical Studies Groups, review board/panels, etc., membership of TSCs and DMCs, peer reviewing for grant awarding bodies and academic journals.
4. Ensure compliance with health and safety in all aspects of work.

The duties and responsibilities outlined are not intended to be an exhaustive list but provide guidance on the main aspects of the job. You will be required to be flexible in your duties.

Person Specification

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively. This is measured by (a) Application Form, (b) Interview (c) Presentation

Essential Criteria 1

Outstanding international reputation in late phase clinical trials evidenced through substantial personal grant income and research publications which demonstrate international excellence (a), (b),

Essential Criteria 2

Proven strategic leadership skills and aptitude for working within a senior team (a), (b), (c)

Essential Criteria 3

Ability to inspire and motivate individuals and teams to excellence. (a), (b), (c)

Essential Criteria 4

Open mindedness and ability to deal with change and uncertainty including the management of stakeholder expectations through change (b)

Essential Criteria 5

Excellent problem solving, organisational, decision making and task completion skills. (b),

Essential Criteria 6

Effective and appropriate written and oral communication skills - at all levels, internally and externally (a), (b), (c)

Essential Criteria 7

A commitment to Warwick CTU's values and a collaborative and flexible approach to all aspects of role (b), (c)

Essential Criteria 8

Understanding of the need for appropriate quality assurance processes, SOPs, the role of sponsorship and governance within a CTU and legal compliance (a), (b)

Essential Criteria 9

Experience of and aptitude for initiating and promoting internal and external networks and stakeholders to further departmental goals (a), (b), (c)

Essential Criteria 10

If clinically qualified, evidence of appropriate professional registration, and continuing clinical professional development is required (a)

Desirable criteria 1

1. Track record of supporting the translation of innovations and technologies into routine clinical practice

Desirable criteria 2

2. Early phase clinical trial experience

Further Particulars

For further information about the School, please visit the [School website](#).

For further information about the University of Warwick, please read our [University Further Particulars](#).

Right to work in the UK

If you do not yet have the right to work in the UK and/or are seeking sponsorship under Tier 2 of the UK points-based immigration system please click on [this link](#) which contains further information about obtaining right to work in the UK and details about eligibility for sponsorship under Tier 2. The University of Warwick provides an inclusive working and learning environment, recognising and respecting every individual's differences. We welcome applications from individuals who identify with any of the protected characteristics defined by the [Equality Act 2010](#).

Recruitment of Ex-Offenders Policy As an organisation using the (DBS) Disclosure and Barring Service to assess applicants' suitability for positions of trust, the University of Warwick complies with the DBS Code of Practice and undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of a conviction or other information revealed. More information is available on the [University's Vacancy pages](#) and applicants may request a copy of the DBS Code of Practice

Our Research Divisions

Biomedical Sciences

The Division of Biomedical Sciences provides a platform to deliver world-class discovery science, acts as a hub for Interdisciplinary Biomedical Research across the University and supports our ambition to further develop translational medicine programmes in partnership with the University Hospital Coventry & Warwickshire (UHCW). We are home to around 40 principal investigators and clinical academics alongside 200 research fellows, PhD students and supporting staff with major research clusters in: Mechanochemical Cell Biology, Infection and Women's Health and Reproductive Medicine.

We utilise state-of-the-art laboratories and facilities at the University and UHCW campuses, that include the brand new £54 million Interdisciplinary Biomedical Research Building and £14 million Mechanochemical Cell Biology building. Our researchers also strive to innovate and intervene in human disease i.e. diagnostics for SARS-CoV-2, prevention strategies for recurrent pregnancy loss, digitisation of routine histopathology and new spin-outs including therapeutics for neurological disorders (Neurosolutions) and delivery systems for therapeutic payloads (Nanosyrinx).

We also play leading roles in key strategic University-wide research programmes including the MRC Doctoral Training Partnership, MRC Innovation Accelerator, Wellcome-Warwick Translational Partnership, the Institute for Global Pandemic Planning and Bioinformatics Research Technology Platform.

Health Sciences

The Division is currently reviewing its research strategy and focus to ensure it continues to achieve the School's vision of "excellence with purpose. There are strong collaborative links between Warwick CTU and researchers based in the division of health sciences with many shared research projects including primary care, mental health and wellbeing, population evidence and technologies, social science and systems in health.

The division includes a NIHR Research Professor and two NIHR Senior Investigators and has been supported through research funding from NIHR, MRC, ESRC, Wellcome trust, EU and charities.

Warwick Clinical Trials Unit

Warwick CTU is home to 73 academic and 88 clinical trials operational staff and has a current portfolio of over 56 active clinical trials, delivered in partnership with participants, NHS Trusts, University, Charity, and Funding collaborators. We maintain strong links with our NHS partners, the UKCRC Registered CTU Network and Regional RDS Hub, alongside our internal University Sponsors Office, Legal and Compliance, and Research & Impact Services teams which enables us to remain efficient and agile.

The Director is supported by a senior leadership team which includes the Head and Deputy Head of Trials Operations, Quality Assurance Team, a Deputy Director and three Associate Directors. The post comes with dedicated administrative support.

Early career researchers / fellowships

Warwick CTU has a strong track record of supporting the development of the next generation of clinical trialists. Our programme includes developmental opportunities for our trial operations staff, a cross school programme to support early career researchers and a dedicated programme to support fellowship applications. Warwick CTU has supported a wide range of early career researchers from pre-doctoral, doctoral, and early and advanced post-doctoral fellowships across methodological and clinical disciplines.

Patient and public involvement and engagement (PPI&E)

PPI&E is integral to our research and representatives are valued partners embedded within our trial portfolio, with membership on decision-making committees supporting trial design, delivery, and dissemination in accordance with the UK Standards for Public Involvement. We work with charities and deliver courses with those interested in being involved in research, to aid understanding of clinical research and why evidence-based medicine is important and the value of patient representatives as integral partners in our research.

Education

We deliver high quality education across the School's undergraduate and postgraduate teaching programmes which align with our clinical and methodological strengths. We provide internal and external training to support the development of our staff and the wider regional community. We are pleased to be home to a vibrant community of PhD students undertaking research aligned with our vision.

Warwick Medical School and Athena SWAN

WMS was the first medical school in England to receive the bronze Athena SWAN award in 2012 and we are now a proud holder of a Silver Athena SWAN award in recognition of our commitment to equal opportunity to all. We are currently striving to achieve gold status. To learn more about equality, diversity and inclusion at WMS, please visit our [Athena SWAN web pages](#)

Our Themes

Cancer

Our cancer theme is one of the specialist National Cancer Research Institute (NCRI) clinical trials units delivering world-class clinical trials in a variety of disease sites including haematology, upper GI, and breast cancers.

Emergency, Pre-hospital, Peri-operative, Critical care

This multidisciplinary team focus on developing and evaluating life-saving treatments in some of the most challenging areas of practice. The group's research aims to improve the outcomes of patients in an emergency and critical care setting and those in the peri-operative period.

Maternal health (collaborating with our Women's Health and Reproductive Medicine cluster)

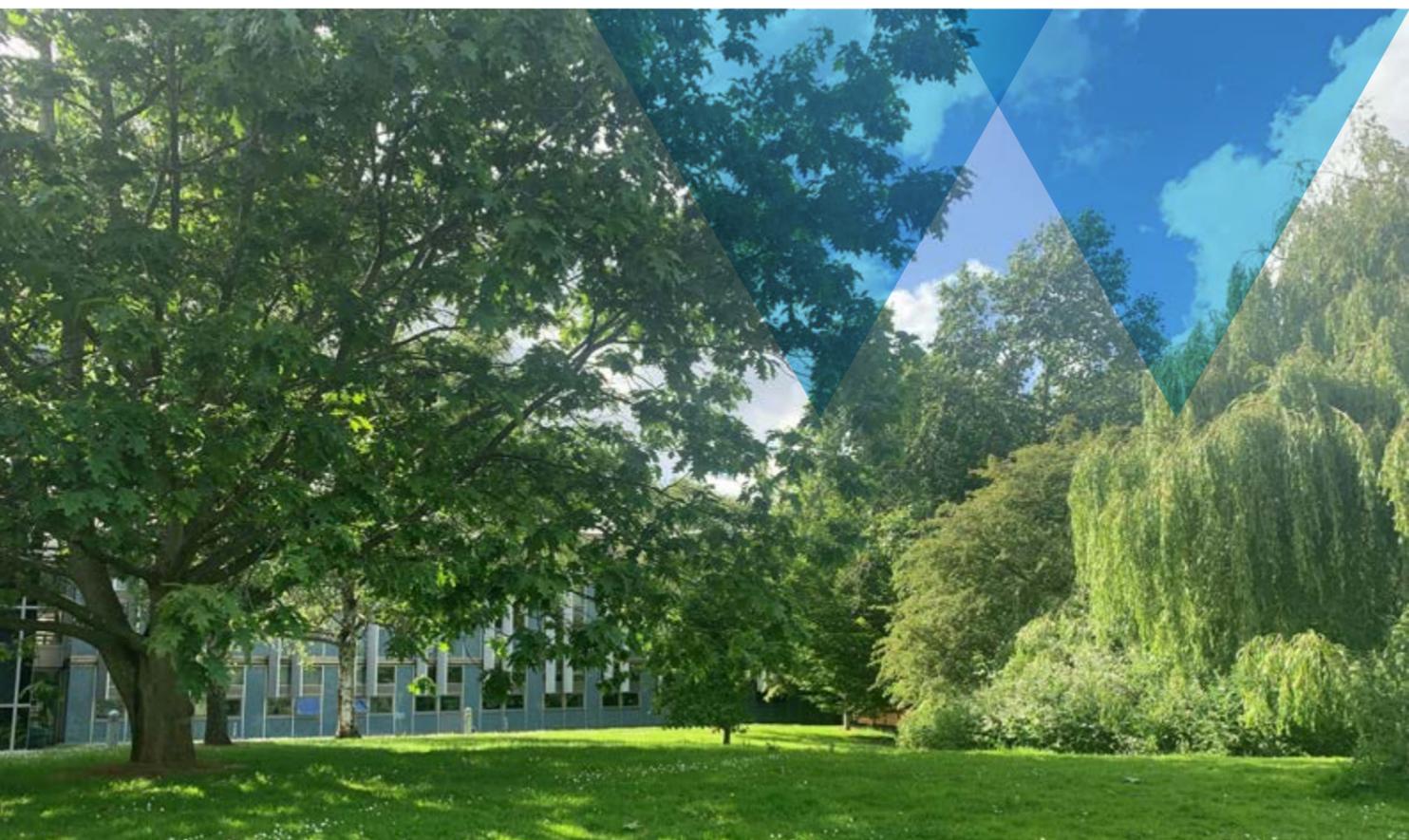
The Maternal Health team focus on the development, implementation, and evaluation of large multi-centre trials to improve priority pregnancy and early years outcomes as identified by women, families, the NHS, and policy leads.

Surgery, pain and rehabilitation

The group have a passion for clinical trials of complex healthcare interventions with expertise in trials of surgery, musculoskeletal conditions (such as arthritis, tendon disease or back pain), injuries, chronic pain, physiotherapy and rehabilitation. They have a demonstrable track record in delivering world class trials and translating their findings into clinical practice.

Clinical trials methodology

We have world leading expertise in clinical trial methodology provided through the Centre for Health Economics and Statistical Methodology and Research Support. Our experts in complex interventions and process evaluation ensure our research remains at the cutting-edge of health service research to foster innovation and research excellence. The methodology groups link in with other university departments, such as Warwick Manufacturing Group and the Departments of Statistics and Mathematics.



Education

We are leaders in the UK for **graduate entry medicine**. With over a 26% market share, we also have some of the very best graduate outcomes in the country. We have had a transformative regional impact through demonstrable improvement in the provision of quality healthcare locally. Due to our expertise in this field we were approached by the University of Chester and have recently entered into a partnership to support delivery of a graduate medicine programme in the north-west.

We have recently expanded our education portfolio to include two new undergraduate courses; **MSci Integrated Natural Sciences** and **BSc Health and Medical Sciences** that recruited their first cohorts in autumn 2020. They are truly innovative courses due to their interdisciplinary approach and our methods of teaching that differentiate us from medical faculties elsewhere. Health and Medical Sciences looks at human health through both global and local lenses and is designed to equip future generations with the knowledge and capabilities to solve health problems through fully integrated methods and thinking. Our Integrated Natural Science degree teaches students to think creatively and quantitatively, formulate unsolved problems, and work to create effective solutions by drawing freely on the methods and perspectives of different scientific disciplines.

Our portfolio of **postgraduate programmes** aims to provide excellent education and continued professional development for healthcare professionals across a number of areas, including advanced clinical and critical care practice, diabetes, leadership, medical education, interdisciplinary biomedical research, public health and health research. We provide postgraduate programmes Education worldwide through an innovative blended learning approach that we plan to grow with our partner iheed.

We also offer full and part time research degrees either at Warwick Medical School or in a clinical setting across **PhDs, MD Doctor of Medicine, PhD by Published Work and MSc by Research**.

Integrated Academic Training is a key part in the development of clinical research capacity in the UK, identifying talented and enthusiastic trainees at an early stage as the first step in training the next generation of clinical academics. WMS offers academic training across several levels; **Academic Foundation Years, Academic Clinical Fellows** and **Academic Clinical Lecturers**

Further information To learn more about WMS, please visit our **website**. You can read stories from our staff and students in our termly magazine **Ignite**.

The University of Warwick

Warwick today is a world-leading university with the highest academic and research standards.

We have grown to encompass 33 departments. The University comprises three faculties; Science, Engineering and Medicine, Arts and Social Sciences. Our research centres total over 50 with a large number of them sitting in the faculty of Science, Engineering and Medicine. The University enrolls more than 25,000 students with one-third of them coming from overseas, representing around 150 countries.

We have a turnover of more than £600m. Warwick is a place of possibility, always looking for new ways to make things happen. We provide a tireless yet supportive environment in which dedicated students, innovative lecturers, and ambitious corporate partners can make an impact. Our students, alumni and staff are consistently making an impact - the kind that changes lives, whether close to home or on a global scale. The achievements of our people help explain why Warwick's research excellence and scholarships are recognised internationally. We're a prime attraction for some of the biggest names in worldwide business and industry and rank highly among UK and world universities.

All of this contributes to a compelling story, one that is little more than 50 years old. Warwick has earned a formidable reputation, but remains young enough to be entrepreneurial and innovative, committed to changing the world. To learn more about Warwick, please visit: warwick.ac.uk/about

Life on Campus

warwick.ac.uk/about/campus



The Coventry and Warwick area as a place to live

Our local area

We are located in the city of Coventry, three miles from the city centre close to the Warwickshire towns of Leamington Spa, Kenilworth, and Warwick. Our location, right in the centre of the country, provides a great base to explore the history, culture, and thriving industries of the local area and wider region. We are also surrounded by beautiful countryside, cultural and historical attractions, and live music and theatre venues. It makes Coventry and Warwickshire the perfect place to enjoy the best of both worlds.

Warwickshire towns

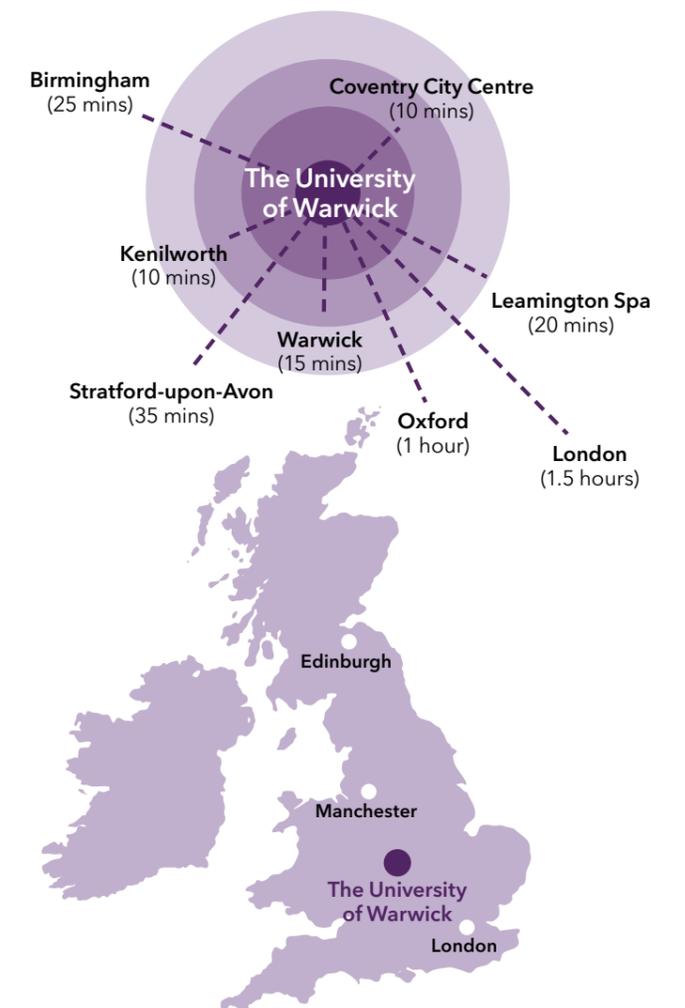
The elegant 18th century town of Royal Leamington Spa, home to many Warwick students and staff, is within easy reach of campus by public transport. Leamington Spa is a lively student town, with cafés, restaurants, shops and nightlife to suit all tastes and budgets. The historic towns of Kenilworth, Warwick and Stratford-upon-Avon are all also located nearby and are easily accessible by public transport. Stratford-upon-Avon is of course Shakespeare's birthplace and home to the worldfamous Royal Shakespeare Company (RSC).

Well connected

London is just an hour's train ride from Coventry, and Birmingham is 20 minutes away by train. Birmingham International Airport is a 20-minute drive from campus. Being in the centre of the country we also have easy access to a network of motorways connecting us to towns and cities all over the country. Travelling by road, air, bus or train is incredibly easy. Local services For those candidates who are considering relocation and are unfamiliar with the local area we have provided the links below on local service provision in a number of areas.

- ▶ **Healthcare**
- ▶ **Schools and education**
- ▶ **Public transport and how to get around**
- ▶ **Tourism and things to do**
- ▶ **Council webpages**

Warwick is a truly international university - our students and staff hail from over 130 countries. For international candidates considering relocation from another country this guide will provide information about visa and immigration requirements, tax registration, banking, and healthcare.



A photograph of a white sign with blue text mounted on a building's exterior. The sign reads 'Warwick Clinical Trials Unit'. The building has large windows with reflections of greenery. In the foreground, there are several small green plants in a planter box with pebbles.

Warwick Clinical Trials Unit

How to apply:

To be considered, please fill out the online application, including a curriculum vitae, a covering letter outlining your suitability for the role and the names of three expert referees. For informal enquiries, please contact the current Director of Warwick Clinical Trials Unit, Professor Gavin Perkins (g.d.perkins@warwick.ac.uk)