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university and a member
of the Russell Group*

Faculty of Health and Life Sciences

LECTURER/SENIOR LECTURER IN VETERINARY CLINICAL PATHOLOGY (2 posts)

Area: Institute of Infection, Veterinary and Ecological Sciences,
School of Veterinary Science, Department of Veterinary, Anatomy,
Physiology and Pathology

Job Ref: 057246

Location: Leahurst Campus, Wirral

Grade: 8/9

Salary: Grade 8: £43,415 - £54,950 pa Grade 9: £56,592 - £69,564 pa
(Plus attractive CPD and pension package)

Working Hours: Full time

Tenure: Permanent from 1st August 2023

[Online application](#) > [Shortlisting](#) > [Interview Process](#) > [Job Offer](#)



*Outstanding development
opportunities through
our Academy*



*Campus located in
the heart of the vibrant
city of Liverpool with
excellent facilities*





About the Role



Role overview and University context:

We invite applications for 2 posts of Lecturer/Senior Lecturer in Veterinary Clinical Pathology/Head of Veterinary Clinical Pathology in the Faculty of Health and Life Sciences, with clinical and teaching responsibilities in the Institute of Infection, Veterinary and Ecological Sciences, School of Veterinary Science. The Dean of the School of Veterinary Sciences is Prof. Paul Lunn and the Head of Institute is Professor Matthew Baylis.

This post offers a unique opportunity for an ambitious individual to build a successful career in a first-rate environment. Current research strengths within the Faculty are animal behaviour, epidemiology, gastroenterology, parasitology, reproduction, connective tissue biology, immunology, protein function and molecular genetics. Assistance with data collection and participation in clinical research projects will be anticipated. The VAPP Department has also recently established a Digital Morphology lab (DiMo) to support teaching and research with the application of modern digital image analysis tools to gross specimens, tissue sections and cytological slides.

This post currently sits in the Department of Veterinary Anatomy Physiology and Pathology (VAPP), where the diagnostic activities of the School are located, however the posts have strong operational links with the Department of Small Animal Clinical Science and Equine Science within the School of Veterinary Science. The head of Department of VAPP is Professor Lorenzo Ressel and the Head of Department of Small Animal Clinical Science (DSACS) is Professor Thomas Maddox. The clinical pathology service is mainly focussed currently on small animal diagnostics however does include a component of large animal work for the diagnostic services, supporting the equine and farm animal hospitals and practices, which can increase in the future, depending on business activity development by the Head of Clinical Pathology. Teaching of clinical pathology is across species.

The clinical pathology service is located in the Welcome building, a dedicated and spacious area with staff offices, clinical pathology facility and a microscope suite, within the Leahurst campus. The clinical pathology laboratory employs 4 technicians and is equipped with Cytology staining facilities, a Beckman coulter AU480 biochemical analyser, Siemens Immulite 2000XPI, Siemens Advia 2021i, ACL Top 300 – coagulation analyser, Olympus DX46F twin head microscope, 2 x Zeiss Axio Lab A1, 2 x Wescor Elitech Haematology Pro Automatic stainer/cytospin. There are also in-house laboratories within the Small Animal Teaching Hospital and Equine Hospital. Cytology activity is also supported by the Pathology labs for additional special stains and Bone marrow core biopsies. There are opportunities of service expansion on campus including the development of immunocytochemistry (supported by anatomical pathology laboratories) and future access to cytofluorimeter on campus.



About the Role



The ideal candidate is a clinical academic wishing to follow a teaching and scholarship path (T/S) or teaching and research path (T/R): Candidates for Senior Lecturer, are expected to act as Head of Service (HoS) and will have a strong record of postdoctoral research and publications as well and holding an ECVCP or ACVP Diploma. Research activity will be supported by the institute to facilitate development of approved research activity, but also locally within the Department, where recently DiMo lab has been established with research opportunities involving the use of advanced image Analysis and Artificial Intelligence applied to cells and tissue morphology. The clinical commitment will be approximately 50% of the calendar year (26 weeks per year).

ECVCP, FRCPath or ACVP training programmes can be built in the area and Resident appointment can be developed in the future depending on success of business activity of the service.

Additional benefits include a generous pension package, and CPD allowance. Holidays are 30 days per year.

You must possess a degree in Veterinary Science registerable with the Royal College of Veterinary Surgeons and hold membership of the Royal College. Preference will be given to prospective candidates who hold a recognised qualification in Veterinary Clinical Pathology (ECVCP, ACVP, FRCPath) and have previous experience working in a diagnostic laboratory and a proven commitment to providing high quality clinical pathology services and teaching. Candidates who are residency trained and board eligible are also encouraged to apply.

The North West of England offers a wonderful living environment with economic housing, miles of coastline, North Wales and the Lake District within easy reach (1-2 hour drive). The Wirral Peninsula (population circa 300,000) lies between the rivers Mersey and Dee and has industrial landscapes to the east, and rural landscapes to the west. Leahurst Campus is located within greenbelt in southwest Wirral, approximately 15 miles from Liverpool. Liverpool, a recently regenerated city and provides a wealth of cultural attractions. Manchester is 40 miles away and London 200 miles (2.5 hours by train).

The University of Liverpool is one of the UK's leading research institutions with a prodigious spread of expertise - from the humanities and social sciences to engineering, science, veterinary science and medicine. It attracts collaborative and contract research commissions from a wide range of national and international organisations - commissions valued at more than £100 million annually.

For further information, please contact Professor Lorenzo Ressel ressel@liverpool.ac.uk and/or Professor Thomas Maddox on thomas.maddox@liverpool.ac.uk



About the Role



Responsibilities:

- Teaching responsibilities will be centred around the provision of clinical pathology teaching across all years of the integrated curriculum, and small group teaching of students on clinical rotations
- You will be required to deliver didactic lectures, and participate in the clinical theory course, and associated practical and problem-based learning sessions
- You will be expected to contribute to the organisation and delivery of the assessment process.
- You will also participate in knowledge exchange and postgraduate training
- Develop Clinical Pathology diagnostic service to serve the School Hospitals and further expand the service if feasible
- Act as Academic lead for the clinical pathology technical team

For Lecturer grade, residents who have completed their training and will be eligible to sit either the ECVCP or ACVP Diploma are encouraged to apply. Some teaching experience is desirable.

For senior lecturer, you will be a diplomate of the ECVCP or ACVP, and have experience of organisation and service delivery and of teaching clinical pathology (ideally at both undergraduate and postgraduate levels).

Annual professional development review (PDR) for veterinary clinical academic posts is conducted by the Head of Department (or their nominee).

Duties:

- The majority of clinical work and part of the teaching will be performed for the Small Animal Teaching Hospital or in VAPP Department within the Veterinary School at Leahurst on the Wirral Peninsula. Teaching will also be carried out on the main Liverpool campus.
- Although the post sits in the VAPP Department and the main diagnostic activity is performed for the Department of Small Animal Clinical Science, there is a component of large animal work for the diagnostic services, supporting the equine and farm animal hospitals and practices, and teaching is across species.
- Undertake other duties commensurate with the grade as required.
- As per the essential and desirable criteria.

There is scope for one of these positions to act as the Head of service for clinical pathology (Grade 9). For this post you will possess and demonstrate management and mentoring skills. We are looking for a dynamic and independent professional with experience and a flexible, enthusiastic and can-do attitude to lead our clinical pathology team. The role of Head of Clinical Pathology (HoS) is responsible for the development and leadership of the laboratory, its staff and for ensuring and developing clinical pathology outputs (clinical service, teaching and research). The HoS will liaise with the Head of Department and will be the contact point for the service for internal and external stakeholders.



About the Role



Additional requirements:

Manual Handling

The post involves bending, stretching and the manual handling of loads up to 15kg. A system to control the risks is in place. The appointee will be required to complete a health questionnaire. Appointment will be subject to Occupational Health screening.

Bio Hazards

You will be working in an area where there may be a risk of infection, although appropriate measures will be in place to control the risk. You may be offered appropriate immunisations and/or records of your work with infectious material/infectious micro-organisms may be kept. Appointment will be subject to a risk assessment by the University's Safety Advisor's Office.

Pathogens

You will be required to handle pathogens or potentially infected specimens of unfixed human/animal tissue (including blood), although appropriate measures will be in place to control the risk. You may be offered appropriate immunisations and/or records of your work with infectious material/infectious micro-organisms may be kept. You will be advised in your offer letter to contact the occupational Health Department to check on your vaccination status.

Gluteraldehyde/Asthmagens

The appointee will be required to complete a health screening questionnaire and clearance from Occupational Health must be received before exposure.

Exposure to Animals

As an applicant for a post which involves work in animal houses and/or handling animals, you should be aware that:

- There is a possibility that you may develop an allergy to the animals you are in contact with. The risk is substantially reduced if correct working practices are used and protective clothing is worn.
- Milder cases may be controlled by the use of protective clothing or medication and some people who are affected are able to continue working with animals.

The appointee will be required to complete a health screening questionnaire and clearance from Occupational Health must be received before exposure.

Control of Vibration

You will work in an area where vibration has been identified as a potential hazard. A system to control the risks is in place. You may be required to limit work with vibration machinery or to undergo health checks. Appointment will be subject to Occupational Health screening and clearance must be received before exposure.



About the Role



Institute of Infection, Veterinary and Ecological Sciences

The Institute of Infection, Veterinary and Ecological Sciences (IVES) addresses global challenges such as infectious diseases, antimicrobial resistance (AMR), food security and the impacts of global change on the natural world. Research-led teaching opens up exciting opportunities for our students, who will form the next generation of professionals, researchers and veterinary practitioners. The Institute is made up of departments in:

- Clinical Infection, Microbiology and Immunology
- Evolution, Ecology and Behaviour
- Infection Biology and Microbiomes
- Livestock and One Health
- Veterinary Anatomy Physiology and Pathology
- Small Animal Clinical Science
- Equine Clinical Science

With research focus in:

- The biology of animals, plant and microbes, from the individual to the population-level; to understand the processes driving the natural world.
- The basic biological and translational aspects of infection and immunology research in both human and animals.
- Veterinary clinical research

School of Veterinary Science

The School of Veterinary Science is a leading education provider for the vets of the future, led by the Dean, Professor Paul Lunn. Unique among British veterinary institutes in having excellent clinical facilities, including two referral hospitals, two on-site working farms and three first opinion practices, (the practice has full hospitalisation and surgical facilities). This enables undergraduates to gain valuable hands-on experience of all aspects of veterinary practice: equine, large animal, and small animal. For Postgraduates the school offers three master's degrees: Veterinary Parasitology, Animal Reproduction and Veterinary Infection and Disease Control.

Department of Veterinary Anatomy, Physiology & Pathology



About the Role



The Department of Veterinary Anatomy, Physiology & Pathology study the morphological and functional structure of normal and pathologically altered organs and systems and their morbid conditions and causative agents. The Department supports the delivery of veterinary care with state-of-the-art diagnostics and infection control and the delivery of Veterinary teaching developing new digital tools applied to function and structure of organs and tissues for a comprehensive student experience. They offer a range of high-quality diagnostic services through our veterinary pathology and microbiology diagnostic laboratories.

In addition to the above, all University of Liverpool staff are required to:

- Adhere to all University policies and procedures, completing all obligatory training and induction modules, including Equality & Diversity and Health & Safety.
- Respect confidentiality: all confidential information should be kept in confidence and not released to unauthorised persons.
- Participate in the University's Professional Development Review scheme and take a proactive approach to own professional development.
- Demonstrate customer service excellence in dealing with all stakeholders.
- Embody and uphold the University's Vision and Values.



About You



Essential Criteria		Desirable Criteria
Experience		
1.1	Postgraduate experience of service delivery in specialist veterinary clinical pathology (in paid employment)	Experience of undergraduate teaching
1.2	Postgraduate experience as a primary clinician in veterinary practice	Experience of training postgraduates (for appointment at Grade 9)
1.3		Advanced skills in cytology
Education, Qualifications and Training		
2.1	A degree in veterinary science registerable with the Royal College of Veterinary Surgeons. MRCVS	Teaching qualification
2.2	Recognised Diploma in veterinary clinical pathology (ECVCP, ACVP), or FRCPath (for appointment as Senior Lecturer/Grade 9) , eligibility for ECVCP/ACVP boards (i.e. completed an ECVCP or ACVP residency programme and eligible for certifying examinations), or willing to register to training of the above (for appointment as Lecturer Grade 8)	PhD in relevant discipline/subject and appropriate postdoctoral research outputs (for appointment at Grade 9, teaching and research)
Skills, General and Special Knowledge		
3.1	Advanced knowledge of clinical pathology	Knowledge of related oncology and internal medicine
3.2	Good interpersonal skills	Active clinical research in clinical pathology or related discipline



About You



3.3	Good reasoning skills enabling both sound scientific judgement and appropriate management/organisational decisions.	Active research in a discipline allied to clinical pathology (for appointment at Grade 9, teaching and research)
3.4	Very good communication skills (verbal and written)	
Personal Attributes and Circumstances		
4.1	Ability to work with other stakeholders to address scientific and organisational issues relating to clinical pathology	Academic leadership qualities (for appointment at Grade 9 and as Head of Service)
4.2	Positive team member.	Organisational and management skills
4.3	Highly motivated individual.	Proven aptitude in teaching (for appointment at Grade 9, Teaching and Scholarship)
4.4	Desire to teach	
4.5	A coachable person happy to receive feedback	



About You



Probationary members of staff will:

Research

- Demonstrate that they have fulfilled the agreed plans and priorities of their research to an internationally excellent standard, or which demonstrates that their research is progressing towards an internationally excellent standard

Knowledge Exchange

- Demonstrate that they have an awareness of potential knowledge exchange audiences and that they have engaged with the internal and external knowledge exchange environment

Learning and Teaching

- Demonstrate that they have fulfilled the agreed teaching expectations assigned to them to a standard expected in their subject area
- Demonstrate how they have contributed to the student experience at undergraduate and/or postgraduate level, including evidence of PGR supervision where appropriate
- Demonstrate that they have completed, or be near to completing within a defined deadline, the Certificate of Professional Studies

Contribution and Engagement

- Demonstrate their awareness of the University's plans and priorities and that they are engaged with these
- Demonstrate that they have fulfilled agreed leadership and managerial activities assigned to them
- Demonstrate their awareness of departmental/school/institutional plans and priorities and how they contribute to and engage with these
- Demonstrate that they have an on-going longer-term career plan
- Demonstrate that they have an awareness of the University values

Development

- Demonstrate that they have fulfilled any required development and that they have an ongoing plan for the development of their career

Clinical Engagement (if appropriate)



About You



- Demonstrate that they have fulfilled agreed clinical duties assigned to them and all of the associated professional requirements of their clinical status and registration



About Us



Established in 1881, we are an internationally renowned Russell Group university recognised for our high-quality teaching and research. We are consistently ranked as one of the best universities both nationally and globally, and the majority of our research is rated world leading or internationally excellent. Find out more [here](#).

Our Areas

When you work at the University of Liverpool you are more than just your job role. You are a crucial part of our mission to improve lives on a local, national and international scale. Click on the relevant link(s) below for more information on the area you will be working in.

[Faculty](#)

[Institute of Infection, Veterinary and Ecological Sciences](#)

[Veterinary Science](#) [Small Animal Teaching Hospital](#) [Department of Veterinary Anatomy, Physiology and Pathology](#)

Why Work Here

We recognise, appreciate and celebrate the incredible work our staff do every day. As well as generous terms and conditions, we offer a range of enviable benefits and provide support for colleague's wellbeing and development. Discover more [here](#).

Moving from abroad

As a global institute, we welcome applicants from all nationalities, moving from a different country can be challenging and we would like to help as much as we can, we have put together some information on eligibility to work documentation, accommodation, schools, healthcare, life in Liverpool and the UK as well as other practical information. Discover more [here](#).



About Us



Our Staff

Whether it be their friendly colleagues, supportive managers or our outstanding facilities, our staff can explain better than anyone what it is like to work for us and why they enjoy their role. See what they have to say [here](#).



How to Apply



The University of Liverpool is committed to being an inclusive employer. We welcome applications from everyone regardless of age, gender, ethnicity, sexual orientation, faith or disability.

Contacting us

Shortlisting and interview arrangements are the responsibility of the recruiting department. Please contact iveshr@liverpool.ac.uk

Application process

Our e-recruitment system enables you to register for an online account, where you can view, copy and edit your applications. Set up your account [here](#).

Once you submit your application you will receive an automatic email acknowledgment. You can view your application at any time by clicking into the application history section of your account.

Job description

After the closing date this job description will be removed from our website. Should you wish to refer to this information at a later date please ensure you save a copy of this document.

Right to work

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it. The UKVI have an interactive tool allowing you to immediately see if vacancies are eligible for a Skilled Worker visa. You will need to know the SOC code for the role, our most used SOC codes can be found [here](#), if none of these apply to this role, there are more codes on the eligibility checker. The skilled worker eligibility checker can be found on [GOV.UK](https://gov.uk).



How to Apply



Disabilities and alternative formats

If you have any other requirements which will help you access the application or interview process or employment opportunities at the University, or if you require copies documentation in alternative formats, please email: jobs@liverpool.ac.uk or telephone 0151 794 6771.

Outcome of your application

The recruiting department will endeavour to respond to each application. However, if you have not heard within six weeks of the closing date, please take it that your application has not been successful on this occasion.



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Your Accessibility Guide



HR EXCELLENCE IN RESEARCH



DORA



Micah
Liverpool