

1 BACKGROUND INFORMATION

1.1 The School

Professor Richard Hammond, Head of Bristol Veterinary School, leads a School with vision to be acknowledged as world class in veterinary teaching, research and clinical service and as a leader in food animal health, production and welfare.

We work closely with the University's Schools of Biochemistry, Physiology & Pharmacology and the Centre for Applied Anatomy, as well as Bristol Zoo to deliver our Bachelor of Veterinary Sciences (BVSc) programme, two Veterinary Nursing BSc's, and a taught Masters in Global Wildlife Health and Conservation.

Our School academic and support staff structures comprise a senior management team supported by a central support unit (finance, technical, personnel, administration and student services). Academic staff are part of relevant clinical and teaching teams and are also members of one or more relevant research groups focussed around themes of Population Health and Global Food Security. Current staff numbers are approximately 95 academic staff alongside around 50 support staff.

We are located on a rural campus at Langford, 14 miles south of Bristol. The Langford estate, together with its dairy farm (Wyndhurst), occupies 255 acres. The area is in the heart of the Mendip hills but with access to theatres, restaurants and cultural attractions in Bristol, Bath and Wells. The environs offer outdoor activities such as walking, mountain-biking, rock-climbing, caving, riding and sailing. There is a broad range of housing and good schools within easy driving distance of the campus.

As a School we essentially undertake three enterprises:

Teaching

We have a major commitment to teaching of both undergraduate and postgraduate students.

A Five-Year Veterinary Science Degree (BVSc) and a Four-Year Veterinary Science: Accelerated Graduate Entry Degree (opening in 2019)

Through our recently revised five-year BVSc curriculum we aim to provide a broad scientific education and training in clinical skills and to inculcate a learning ethic in our students that will remain throughout their working lives. Features of the programme include the use of group-based learning (directed-self-education), teaching in clinical subjects integrated from 3rd year, an extended, lecture-free final year and the expansion of elective teaching. We currently take in 150 veterinary undergraduates per year with students spending their first three years in Bristol, with one to two days per week spent at Langford, and the final two years at Langford. We will be launching a four year Accelerated Graduate Entry degree programme in Veterinary Sciences in 2019 with an anticipated intake of 35 students per year. This Langford based programme will take an entirely case-based learning approach in years 1 and 2 prior to integrating with the BVSc for the clinical training phase.

BSc in Veterinary Nursing and Bioveterinary Science (VNBS) & BSc in Veterinary Nursing and Companion Animal Behaviour (VNCAB) (opening in 2018)

We offer a four-year degree programme in Veterinary Nursing and Bioveterinary Science. Our students spend their first year primarily in Bristol studying basic science disciplines alongside their core veterinary nursing skills training. The 3rd year of the programme is entirely focussed on clinical work placements and research dissertations in the final year allow our veterinary nursing graduates to grow

their scientific and research skills. Our annual intake is up to 25 students, who study concurrently for their professional VN qualification.

In 2018, alongside our VNBS, we will be launching a 4-year BSc in Veterinary Nursing and Companion Animal Behaviour with a planned intake of 25 students.

Masters in Global Wildlife Health and Conservation

We run a 1-year full-time MSc in Global Wildlife Health and Conservation in association with Bristol Zoo. Each year, 31 students from all over the world develop their conservation, captive wildlife management and research skills on this programme.

Graduate Training

Currently within the School we have approximately 40 students who are working towards higher degrees by research (PhD and MSc by Research) focussed on our overarching research themes of Population Health and Global Food Security.

Graduate Clinical Training

We have approximately 30 senior clinical training scholars, registered as MSc students and undergoing clinical training to European or American Diploma level. The School offers approved clinical training programmes in a number of disciplines.

Continuing Education

Langford Vets, our clinical partner, runs the School's Continuing Professional Development for veterinary surgeons and nurses, and the School runs a Continuing Education unit which offers a range of courses and day conferences designed for professionals in the food animal industry on a wide variety of topics.

Research

Our overall strategy is to direct research towards the linked goals of optimal health for animals, people and the environment, and to address some of the world's critical challenges such as feeding a growing global population.

To this effect, the School has identified and embraced two overarching research themes: Population Health, and Global Food Security. These align with the wider themes of the Faculty of Health Sciences and best leverage our position of strength and international profile in areas that include Animal Welfare and Behaviour, Infection, Inflammation & Immunotherapy, One Health approaches to Antimicrobial Resistance and Clinical Research, towards the synthesis of impactful world leading research.

Our veterinary research plays a vital role in the research agendas of two institutes recently established by the University; the cross-faculty Elizabeth Blackwell Institute (EBI) for Health Research and the Cabot Institute for Environmental Research. The School also works closely with the Jean Golding Institute for Data-Intensive Research, the University's flagship multidisciplinary research institute.

The School places considerable emphasis on collaboration between individuals across all areas of the School and the wider Faculty within, and across, the recognised University Research Themes, and both nationally and internationally. Research is supported by funders including Research Councils, Government Departments, EU, Wellcome Trust, other Charities, and Industry.

Clinical Services

Our clinics at Langford (Langford Vets <http://www.langfordvets.co.uk/>) provide practical training for veterinary science and veterinary nursing undergraduates and graduates. Currently, the services consist of three first opinion practices (farm, small animal and equine), two major referral centres (equine and small animal), and a laboratory diagnostic service. The annual turnover is in excess of £14 million and more than 15,000 cases are handled by the 200 veterinary clinicians, nursing and clerical staff. In addition, a proportion of academic veterinary clinicians work a specified percentage of their time undertaking clinical work and clinical teaching within Langford Vets.

Langford Vets, as a wholly owned subsidiary of the University, is able to provide excellent customer care, increased efficiency, and state-of-the-art facilities, in addition to developing additional specialist care and improving the environment for students, staff and clients. Non-academic clinical staff are employed by LV to deliver excellence in clinical service.

1.2 The Faculty

The Faculty of Health Sciences was launched on the 1st August 2015, bringing together the three professional healthcare programmes (medicine, veterinary sciences and dentistry) under a single management structure. These changes will ensure that we optimise and realise the full potential of our teaching and research. The Dean of the Faculty is Professor Jonathan Sandy.

Education in Health Sciences

The teaching of professional health programmes in Bristol has undergone significant change since the Faculty was formed. We have important facilities, such as e-Learning suites and the Clinical Skills Laboratories, the route to graduation starts in the University, moves into clinical practice and then for our dental and medical students to dedicated community-based facilities, where students can apply their skills to a wide range of cases from the local community, in preparation for general practice. All UK and international medical, veterinary and dental students can intercalate onto a number of undergraduate courses.

In September 2017 we introduced a new medical undergraduate curriculum (known as MB21), building on a solid foundation of research-led teaching and practical application in healthcare settings across the South West region. This will give us the opportunity to learn from, and incorporate the social, technological and scientific changes that are increasingly influencing the way healthcare services are delivered in the 21st Century. We also provide a number of intercalated BSc options for our medical, dental and veterinary students as well as a range of postgraduate taught programmes and postgraduate research opportunities. We also offer a Masters in Research in partnership with the Faculty of Biomedical Sciences.

Bristol Veterinary School has recently launched a new curriculum and currently offers three undergraduate degrees and one taught Masters programme, with postgraduate research opportunities and certificate-level courses also available. All are delivered by academics who publish research regularly and share their research activity through their teaching.

Bristol Dental School provides undergraduates with a strong set of core skills essential for contemporary clinical dental practice. The programme is structured to help students consolidate a solid foundation in science and engage with clinical practise early, starting to work with patients in the second year of the programme. Their training is also integrated so they gain experience working in highly integrated, professional dental teams.

We are proud of the quality of graduates from our [Medical School](#), [Veterinary School](#), and [Dental School](#).

Research in Health Sciences

Our researchers performed exceptionally well in the 2014 Research Excellence Framework (REF) exercise, with at least 80% of our researchers graded 3* or 4* in each of the four medical science categories, and 100% of the impact in both Clinical Medicine and Public Health, Health Service and Primary Care rated as 4*. The [Times Higher analysis](#) for research intensity, taking into account the REF grade point average for each member of staff, and the proportion of eligible staff included in the return, places Bristol 6th (n=31) in Clinical Medicine, 5th (n=32) in Public Health, Health Services & Primary Care, and 13th (n=82) in Psychology, Psychiatry & Neuroscience. This is a significant achievement, and one that drives us forward in our ambition to deliver world-class research with impact locally, nationally and internationally.

In the 2014 Research Excellence Framework (REF) the overall percentage of the submission was as follows:

Clinical Medicine	31% 4*, 48% 3*, 20% 2* and 1% 1*
Public Health, Health Services and Primary Care	50% 4*, 36% 3*, 12% 2* and 2% 1*
Psychology, Psychiatry and Neuroscience	43% 4*, 37% 3*, 18% 2* and 1% 1*
Allied Health Professions, Dentistry, Nursing and Pharmacy	43% 4*, 37% 3*, 18% 2* and 1% 1*
Agriculture, Veterinary and Food Science	35% 4*, 53% 3*, 11% 2* and 0% 1*

The Faculty has focused research in four main areas: Population Health Sciences, Cardiovascular Science, Neuroscience, with Cancer, Infection and Immunity and Wound Healing comprising the fourth grouping. Two Specialist Research Institutes (SRIs) have been recognised by the University; Population Health Sciences and the Bristol Heart institute. These SRIs collaborate widely and attract researchers from all over the world.

Within Bristol Medical School, the main areas of research include public health, epidemiology, health services research, cardiovascular disease, neuroscience and infection and immunity. Key externally funded programmes of collaborative research include the MRC Integrative Epidemiology Unit; the National Institute for Health Research (NIHR) Collaboration for Leadership in Applied Health Research and Care (CLAHRC) West; the Avon Longitudinal Study of Parents & Children (ALSPAC); the NIHR Health Protection Unit; NIHR Schools of Public Health and Primary Care Research; and a NIHR Biomedical Research Centre. The Faculty provides an ideal environment for collaborative research with colleagues in the Faculty of Biomedical Sciences, the wider University, and (increasingly) with our colleagues in the GW4 Collaborative group comprising Cardiff, Exeter and Bath Universities.

In the Bristol Veterinary School, the overall strategy is to direct research towards the linked goals of optimal health for animals, people and the environment, and to address some of the world's critical challenges such as feeding a growing global population. To this effect, the School has identified and embraced two overarching research themes: Population Health, and Global Food Security. These align with the wider themes of the Faculty of Health Sciences and best leverage a position of strength and international profile in areas that include Animal Welfare, Infection and Immunity, Biostatistics, Epidemiology, Mathematics and Ecology, towards the synthesis of impactful world leading research.

In Bristol Dental School, research focuses around applied clinical and materials sciences (including the clinical trials unit), infection and immunology, and lifecourse epidemiology and population

health. Externally funded resources include the Cleft Collective (funded by the Scar Free Foundation) and the Head and Neck 5000 (funded by the NIHR).

The University's [Elizabeth Blackwell Institute](#) for Health Research, together with [Bristol Health Partners](#), is a catalyst for cross-Faculty and inter-organisational translational health research, creating an excellent environment for conducting research that can be rapidly tested and applied in clinical settings. Facilities available across the Faculty include clinical trials units, human imaging, Wolfson Imaging and animal imaging which is based at Langford.

1.3 The University and the City of Bristol

The University of Bristol's roots date back to 1876. Since its formation it has become one of the leading institutions among the UK's Russell Group of universities and operates globally, where it is recognised for its research and academic excellence.

The University has a strong interdisciplinary approach and regularly features among the top ranking institutions in global league tables.

The University of Bristol's mission is '*to pursue and share knowledge and understanding, both for their own sake and to help individuals and society fulfil their potential*'. This is underpinned by a vision where the University of Bristol is an international powerhouse of learning, discovery and enterprise, whose excellence is acknowledged locally, nationally and globally, and that is:

- dedicated to academic achievement across a broad range of disciplines, and to continuous innovation and improvement
- research-intensive, supporting both individual scholarship and interdisciplinary or thematic research of the highest quality
- a centre for intellectually demanding, research-informed education that nurtures independence of mind and helps students achieve their personal goals and serve society's needs, both during and after their time here
- an inclusive and collaborative community of scholarship that attracts and retains people with outstanding talent and potential from all walks of life and all parts of the world
- a stimulating and supportive environment for all students and staff, distinguished by a commitment to high standards, respect for the individual and a strong sense of collegiality
- committed to operating in a sustainable manner
- engaged with society's interests, concerns, priorities and aspirations
- a major contributor culturally, environmentally and economically to Bristol and the South West
- well led and responsibly run, with an emphasis on consultative decision-making and open communication as well as personal responsibility and accountability

Key to Bristol's vision is a clear and consistent articulation of and dialogue with its many stakeholder and publics about the wide range of research carried out at the Institution and hence is often featured in many national and international media. It has a proud history of two way dialogue as part of its research activities and addresses the world's key challenges through an interdisciplinary approach.

The University is located in the heart of the city of Bristol, and is a major force in the economic, social and cultural life of one of the most beautiful and liveable cities in Europe. Bristol is an extraordinary global city with a powerful tradition of enterprise, exploration and non-conformism. It is a Social Enterprise City and the UK's first European Green Capital. It was recently voted one of the UK's five Centres of Cultural Excellence, and is repeatedly voted the most liveable city in the UK.

Bristol boasts the most educated workforce in the country and some exceptional cultural institutions – including the Watershed, Spike Island, Bristol Old Vic and the Colston Hall – deliver a world-class programme in the arts.

The city is home to world class high-tech and creative companies such as Airbus, Toshiba, Aardman, BBC Natural History, Oracle, Cray, Amazon, IBM and Sony, and to a rich proliferation of SMEs and early-stage enterprises.

The University of Bristol is constantly using research collaboration, educational partnerships, placements and productive knowledge exchange to build more effective links with the external community and regional industries. It has a strong record in creation and support of new companies and enterprises and the licensing of intellectual property. In 2013, the University collaborated with Bristol City Council to create Engine Shed – already world renowned as an exemplar in University/business/ local authority collaboration.

For more information, please see <http://www.bris.ac.uk/university/>

2 EQUALITY, DIVERSITY & INCLUSION

The University is committed to Equality, Diversity and Inclusion and to creating a Positive Working Environment

As a leading global institution we are keen to attract the most highly talented individuals from a diverse range of backgrounds. Further information on our commitment to equality and diversity can be found at: <http://www.bris.ac.uk/jobs/diversity.html>

We are committed to creating and sustaining a positive and mutually supportive working environment for our staff and an excellent teaching and learning experience for our students, where staff are equally valued and respected, and students are encouraged to thrive academically. We offer a broad range of services, activities and initiatives to enhance our staff experience of working at Bristol. For more information please visit: <http://www.bristol.ac.uk/positive-working/>

3 APPLICATION PROCESS

Please visit our web site at www.bris.ac.uk/jobs, enter the vacancy number or job title into the job search and follow the link to the on line application process.

Further information on the University's application process can be found at www.bristol.ac.uk/jobs/application-process.html
