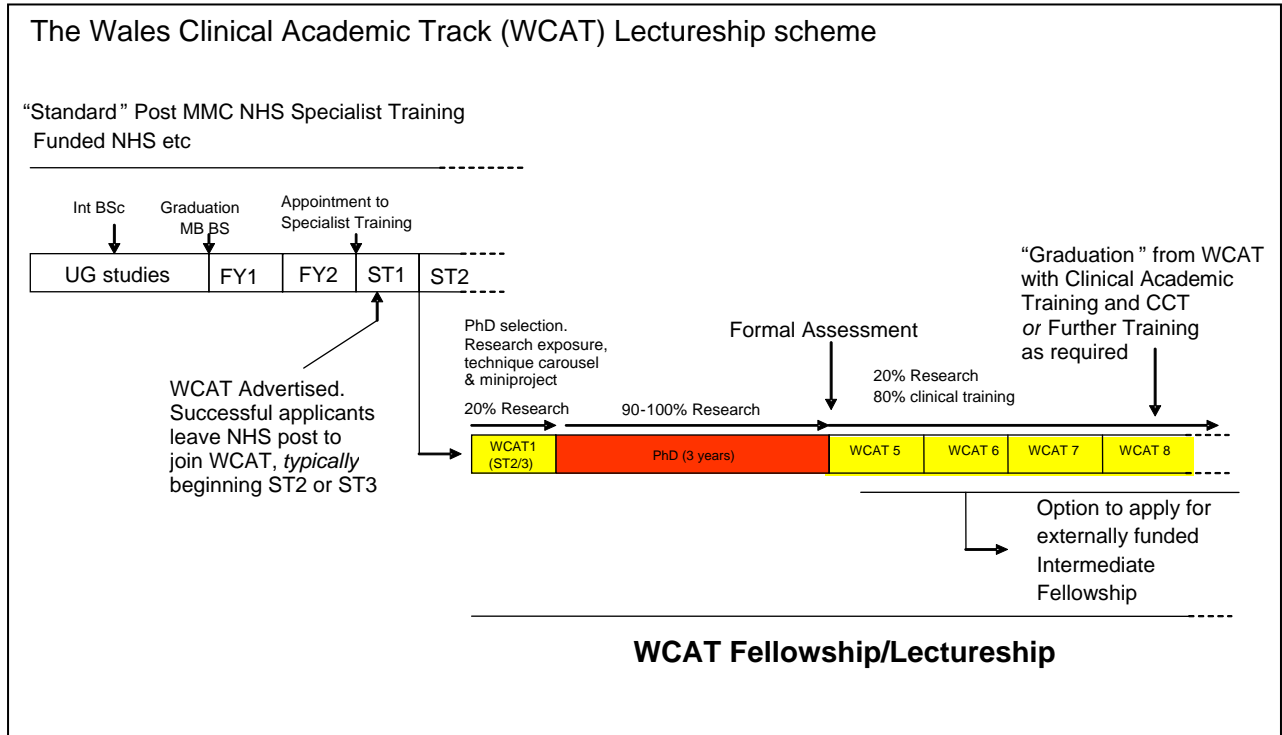


## WCAT Lectureship – Structure of the WCAT Scheme

The WCAT scheme appoints to a single Lectureship which will incorporate the essential elements of scientific (PhD and postdoctoral research) and clinical (competency based) training. A “typical” WCAT Lecturer’s career is represented diagrammatically below:



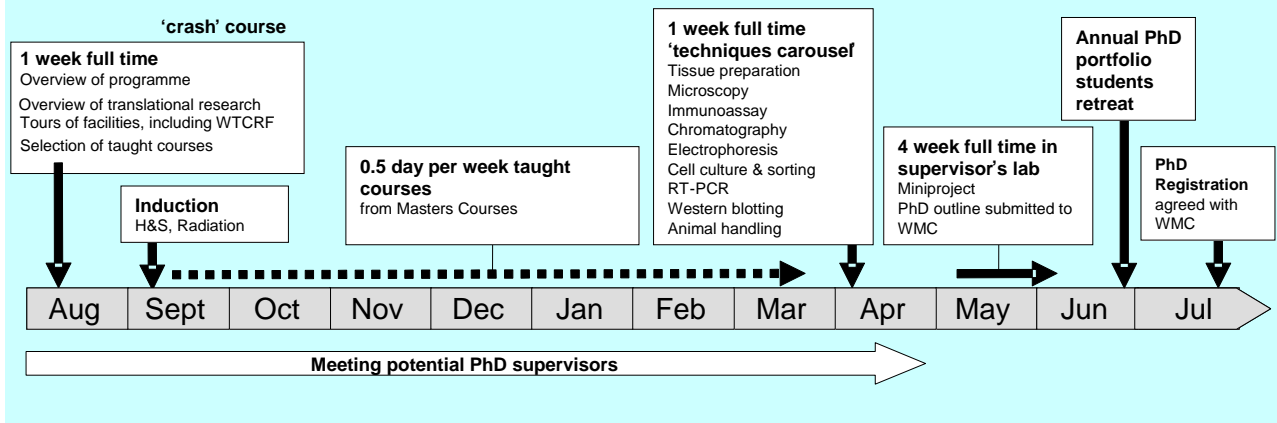
### YEAR 1

The typical timetable for year 1 is shown below: In addition to clinical training (ST2 or above) in the candidate’s chosen speciality, Lecturers will have 20% of protected academic time to facilitate: the acquisition of transferable skills/knowledge; and the completion of a mini project and attendance at seminars and research meetings to obtain optimal matching with PhD projects and supervisors (see below). To facilitate the widest possible choice of research projects, trainees will be introduced to potential primary research supervisors in science labs across Wales in relevant research groups at Cardiff, Swansea and Bangor Universities. Trainees will also enrol in existing obligatory Health & Safety **Induction Courses** each year.

### Mentorship

At the outset, each Lecturer will be allocated an experienced clinical mentor, familiar with the needs of academic clinical trainees. Support is also available from the Postgraduate Medical School. Together, the Lecturer, mentors and programme directors will plan the content of training in year 1 to match the Lecturer’s aspirations and training needs. During year 1 Lecturers will identify two research supervisors: at least one will be amongst those affiliated with the WCAT scheme and has experience in mentoring clinical academics (i.e. a ‘programme’ co-supervisor); the other may be a research supervisor from the wider research community in Wales.

## WCAT Year 1 Research Training & PhD Project Selection



The 20% academic time in year 1 will be used as follows:

- in August, a 1 week full time orientation 'crash course' including an introduction to participating research groups from each individual university.
- from September–March, one half day per week attending tutorials selected from the menu of Masters and Transferable Skills courses, tailored to the interests of the trainee. This ensures mixing with potential supervisors and with first-year and more senior students already undertaking a higher degree.
- in April, a 1 week full time hands on research techniques carousel, providing education in core laboratory techniques. For most, this will refresh laboratory skills gained at BSc level.
- by April/May, the PhD project and supervisor will have been selected, following meetings with potential supervisors throughout the year catalysed by the programme directors and including contact in teaching sessions, research-in-progress meetings, and in meet-and-greet and one-to-one sessions organised to match the trainee's interests.
- in May, a 4 week miniproject with the supervisor's team. Time does not permit a *rotation* of multiple miniprojects and we anticipate that most will use this opportunity to refine their PhD project proposal. In the event that a Lecturer feels that experience in an alternative team would be valuable, this can be arranged for August.
- in June, the details of PhD projects will be finalised to be submitted for review by the WCAT Management Committee. Refinements of the PhD project will be undertaken in June–July in order to complete registration formalities in August.

Candidates are encouraged to discuss with leads of the clinical specialties and with IRG leads to obtain further details of individual programmes and opportunities for research project for the PhD years. Sessions – both formal and informal – will be arranged during the first year to meet potential supervisors and to establish a satisfactory PhD research programme which will be scrutinised by the WCAT Management Committee.

## YEARS 2-4

WCAT Year 2 will commence in August of year 2. Trainees will devote 90-100% time to their PhD Training Fellowship:

- By November of year 2, a report describing progress in the miniproject and the early months of the PhD will be written as a scientific paper, outlining initial steps and thesis plans, and presented to portfolio colleagues and supervisors.
- At the end year 2, a **PhD panel** will be convened, chaired by a Programme Director and comprising supervisors, clinical mentor, and one independent academic. Fellows will provide a 5-

7000 word written progress report and make a formal oral presentation. Progress reports will be reviewed by the Management Committee and by the local University Higher Degrees Committee.

- In years 3 and 4, scientific progress will be monitored and supported by the local Graduate School and Programme Director, including annual PhD panel meetings. In the final PhD year, post-doctoral career plans will be reviewed (see below). Advice on “re entry” to clinical training and support for career development will be provided by the clinical mentor, Programme Director and postgraduate deanery after formal interview and assessment.
- **Clinical activity and training** during the PhD fellowship will be appropriate (typically one session per week, organised with the clinical mentor) to embrace the needs of individual candidates, especially in craft specialties.

### ***YEARS 4 ONWARDS***

**From year 5 until completion of CCT**, Lecturers will have 20% academic time and 80% clinical training time. This allows clinical training to be completed expeditiously, with support of the clinical mentor, while post-doctoral research will be pursued with support from the PhD supervisors and the Management Committee. Postdoctoral Lecturers will be encouraged to apply for competitive externally funded intermediate fellowships and will be strongly encouraged to include a period of postdoctoral research training in another institution.

### ***THROUGHOUT WCAT***

Participants will attend:

- Monthly or bi-monthly **clinical academic trainee research-in-progress meetings** with the programme directors to encourage esprit de corps, interchange of ideas and open academic vision in the trainees.
- regular individual meetings with (i) the programme directors, especially during year 1 to decide PhD selection, and (ii) their clinical mentor and supervisors, especially in year 4 to devise optimal re-integration into post-doctoral clinical training.
- additional training in Transferable Skills and technical courses (eg imaging, microscopy) as appropriate.
- post-graduate teaching, seminars and research-in-progress meetings within their Research Centre and clinical discipline.

Progress of individual Lecturers through the scheme is subject to satisfactory review by the Management Committee, which will assess whether Lecturers are meeting the expected milestones of academic progress and clinical competency.