

The Academic Clinicians career track is based on the following design principles:

- It is an optional career track for roles with significant* clinical practice component, to encompass medical, dental and veterinary academic clinicians (contractual and pay differences remain). Clinical staff continue to have access to the University's other academic career tracks as appropriate.

**significant shall normally mean 3 Programmed Activities or 30% of normal working time assigned to clinical service activity.*

- It is strongly recommended that prior to starting an application, applicants discuss the career track they intend to apply for with their Line Manager and Head of School, particularly if it involves a career track change. This is to ensure the track aligns with individual career ambitions and School strategy and associated operational and funder requirements. It is essential that the career track selected for the formal application is suitable; while there is flexibility at every round, there can be no change of track within the promotion procedure beyond the submission deadline.
- Clinical duties undertaken for another organisation under an honorary contract (medical and dental clinical academics) are not assessed directly but are understood to be appropriately performed as per joint Job Planning, Clinical Appraisal and Revalidation system.
- The promotion criteria format reflects the Research & Teaching pathway (but with criteria wording amendments to acknowledge clinical links and to broaden scope where appropriate) plus an additional heading for clinical service activity:
 - Clinical service: *assessed in cases where clinical work is performed directly for the University (veterinary clinicians); for others the academic value and esteem arising from clinical work may be articulated with reference to the other criteria areas below.*
 - Research & Scholarship: Outputs
 - Research & Scholarship: Award Generation
 - Research & Scholarship: Supervision
 - Knowledge Exchange & Impact
 - Learning & Teaching
 - Leadership & Management
 - Esteem
- In addition to meeting the clinical service criterion, the criteria for at least three of the other areas require to be met (the normal "preponderance" approach does not apply given the limited time available after clinical commitments).
- While the Academic Clinician track includes criteria for the professorial zones, given the separate pay scales used for medical and dental clinical academics, the Zone Movement process is relevant to those on the main University pay scale (veterinary and nursing academic clinicians).
- The academic job content may be Research & Teaching (AEF3) or Learning, Teaching & Scholarship (AEF1) focused - this will remain as agreed by the Head of School and postholder; upon successful promotion, job descriptions should be updated to clarify the ongoing nature of the academic role.
- It is envisaged that transfer between tracks would be available, subject to appropriate approvals.