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**Job Title:** Clinical Research Fellow In  
Reproductive Medicine

**Location:** Aberdeen Centre of Reproductive  
Medicine

**Ref No:** PM229247

**Closing Date:** Sunday, 31 May 2026

## **JOB DESCRIPTION**

### **Clinical Research Fellow in Reproductive Medicine**

<b>Hours:</b>	<b>40 hours per week</b>
<b>Location:</b>	<b>Aberdeen Centre of Reproductive Medicine within Aberdeen Maternity Hospital</b>
<b>Salary:</b>	<b>(£45,504 - £71,550)</b>
<b>Contract:</b>	<b>Fixed term of 24 months</b>

This post is based at Aberdeen Centre of Reproductive Medicine, Aberdeen Maternity Hospital which is sited on Foresterhill Campus near central Aberdeen.

Applicants should hold MRCOG. A National Training Number is not available for this post.

This post is designed for an individual wishing to pursue advanced clinical experience in the management of infertility / reproductive medicine. The clinical service is highly developed with RCOG and ESHRE subspecialty recognition in Reproductive Medicine and STP training in embryology laboratory.

### **Aberdeen – the city**

With a population of approximately 250,000, the city stands between the Rivers Dee and Don. This historic city has many architectural splendours and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen nevertheless retains its old-fashioned charm and character making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other British cities - eg flying time to London is just over one hour with regular daily flights; road and rail links to all points north and south are excellent.

Many new housing developments have taken place in surrounding villages providing a wide choice of housing within easy commuting distance by car.

Well known for its superb quality of life, Aberdeen enjoys first-class amenities including His Majesty's Theatre, Music Hall, Art Gallery, Museums and Beach Leisure centre. Education facilities are excellent and in addition to Regional Education Authority schools, there is one fee-paying school for girls and three co-educational. All four cater to primary and secondary pupils.

To find out more about Aberdeen, visit the Website at <http://www.aberdeen.net.uk/>

### **Aberdeen Centre of Reproductive Medicine overview**

Aberdeen Centre of Reproductive Medicine comprises the full range of fertility services from secondary to tertiary care. Catchment for secondary care is not only from Aberdeen city but from all of the NHS Grampian region as well as providing care for the North of Scotland Boards of NHS Highland, NHS Orkney and NHS Shetland

In addition to the HFEA licence, the Centre received ISO 9001 -2015 certification, and Andrology Laboratory has ISO15189 accreditation (first in Scotland for each at time of accreditation). Each year there are over 1100 new couples referred with infertility. The Assisted Reproduction Unit (ARU) carries out about 500 fresh cycles of IVF & ICSI per year with a further 500 cryopreserved embryo transfer cycles in addition. We provide both initial investigations and treatments as follows:

#### **Initial fertility investigations**

There is an established referral system across the North of Scotland Boards as well as referrals from outside the region. The following services are provided by the Centre:

- Referral directly from GPs/ Gynaecology colleagues/ other specialities and patients
- Both NHS and self-funded services
- Routine use of 3D scanning
- Weekly dedicated HyCoSy list
- ISO accredited Andrology Laboratory (only Andrology lab in the whole of North of Scotland)

Basic secondary care is provided by other health boards like Shetland and Orkney with close liaison with Aberdeen followed by referral to Aberdeen for treatments.

#### **Fertility treatments:**

The centre provides a full range of fertility treatments except preimplantation genetic testing for which there is an established referral pathway to Edinburgh and Glasgow.

Treatments provided include

- Full range of ovulation induction
- Partner and donor intrauterine insemination
- In-vitro fertilisation
- Third-party reproduction
  - Egg, sperm and embryo donor recruitment
  - Recipients for eggs, sperm and embryos
  - Surrogacy
- Fertility preservation

#### **Clinics in ACRM**

In addition to dedicated fertility clinics ACRM team is involved in the following clinics

#### **Gynaecology Endocrinology**

Once a month there are 2-3 combined Reproductive Endocrinology clinics shared with a Consultant Endocrinologist (physician) based in ACRM.

Every fifth Friday of the month – joint clinic in the David Anderson building for a young person where the team from ACRM do a joint clinic with a Consultant Endocrinologist (physician)

#### Paediatric Gynaecology clinic

On average there are 3 dedicated paediatric Gynaecology clinics a month run by consultants from ACRM. There is a close liaison with a paediatric endocrinologist for advice about specific cases. ACRM consultants also attend the transition clinics three to four times a year.

#### Recurrent miscarriage

Dedicated recurrent miscarriage clinics run in ACRM, run by consultants specialising in Early pregnancy. There is regular MDT with Recurrent miscarriage service.

#### Joint endometriosis clinics

There is a joint endometriosis clinic with a minimal access surgeon and a reproductive medicine consultant every 5<sup>th</sup> Thursday. They are run in gynaecology outpatients

#### **Surgical procedures in ACRM**

- There is a dedicated theatre list 7 days a week with three days of egg collections and 7 days of embryo transfers.
- Surgical sperm retrieval procedures are done in ACRM.
- Regular outpatient hysteroscopy lists (1-2 a month) are conducted by ACRM consultant

In-patient operating facilities are based in the main theatres in Aberdeen Royal Infirmary and Stacathro hospital. Some surgical sperm retrievals are done in Urology theatres.

#### **Multidisciplinary meetings:**

There are regular multidisciplinary meetings that serve as a forum for teaching

- Regular thrice-weekly planning meetings (Mon/ Wednesday and Friday lunchtime) to plan cases ongoing treatments
- Failed treatment reviews every Friday with the embryology and laboratory team
- Endometriosis multidisciplinary meetings where cases from the fertility centre are discussed, once every 2 months.
- Joint meetings with the Genetics team to discuss any cases with genetic abnormalities occur once every 2 months
- Joint obstetrics meeting once every 2 months to discuss cases with complex medical history to put a plan in place in advance
- Joint meeting with Urology every 2-3 months
- Adhoc cases conferences for complex cases as and when required

Most of these are usually organized by subspec trainee/ clinical research fellows so that they are organized at a time that they can attend.

## **Teaching:**

### Clinical

We have post clinic meetings as a multidisciplinary team Mon- Thu 4-5 pm, where all cases seen on that day in clinics are discussed. An hour of clinic time is dedicated for training fellows and subspec trainees and a built-in clinic template for them.

There is regular dedicated once a week slot Thu 8-9 AM for discussing new national and international guidance ( starting Jan 2024)

### Joint CPD sessions

There are multidisciplinary CPD sessions organised twice a month by ACRM and once a month by Fertility Scotland (Strategic network).

## **Use of digital technology**

ACRM has taken on the use of digital technology with the widespread use of near me consultations and no delays for patient information. ACRM was the first in Scotland to use electronic consent. We are paperless with all electronic records in IDEAS and the TrakCare patient management system.

## **Participation in research**

We have close links with colleagues leading basic science research. There is close interaction between research staff and NHS clinicians.

Aberdeen has extensive links with colleagues in the developing world (India, South Africa and Chile) and has hosted many Commonwealth Fellows wishing to undergo research and clinical training in the U.K.

Aberdeen also participates in all NIHR funded trials and always has been at top of recruitment. There is a track record of publications in the area where the team from ACRM has been involved. There is a close collaboration of the ACRM team not only within Aberdeen but across Scotland and within the UK as well as internationally.

Please be advised, this post does accommodate allocated research time, the posts focuses on a balance for clinical activity, support and research.

## **The Department of Obstetrics and Gynaecology**

The Department of Obstetrics and Gynaecology has been at the forefront of research and development in human reproduction since the 1960s when Sir Dugald Baird established a worldwide reputation for his work in social obstetrics, physiology and epidemiology. Since then, the department has made many important contributions to the science and practice of obstetrics and gynaecology. In recent years, the emphasis has been on obstetric epidemiology, menstrual disorders, infertility, fertility control and prevention of cancer in women. The research programme involves extensive local, national and international collaboration. Obstetrics and Gynaecology is part of the Division of Applied Health Sciences and is embedded in the Maternity Hospital. The main hospital service laboratories (Clinical Biochemistry, Pathology, Microbiology, Haematology, Immunology, Genetics and Medical

Physics) are situated in the Polwarth Building in the Medical School. The Molecular and Cell Biology and Immunology departments are situated in the IMS Building. There is an extensive library serving the needs of the Foresterhill Site, with links to other libraries in the University and the City. Also contained within the Medical School is the Institute of Applied Health Sciences containing SOHHD funded Research Units, the Health Services Research Unit and the Health Economics Research Unit. The Aberdeen Centre for Women's Health Research (ACWHR) was established in 2018 to achieve excellence in women's health research. ACWHR investigates a wide range of health issues including endometriosis, menstrual health, prolapse and incontinence, fertility, pregnancy loss and decision making in antenatal care. We evaluate the clinical and cost-effectiveness of healthcare interventions, investigate causes and consequences of women's health issues and innovate in healthcare services design.

The main University complex is situated at King's College, less than two miles from Foresterhill, where alongside the Departments of Zoology, Agriculture, Physics and Chemistry, there is an extensive Science Library. Other research units within Aberdeen include the Rowett Research Unit (Human and Animal Nutrition), the Torry Marine Research Institute, the Macaulay Land Use Institute and the Terrestrial Ecology Unit.

A new building is being built at the site of Foresterhill Health Campus to incorporate Rowett Research Unit within the campus, which will further enhance collaborative research.

The department provides a specialist obstetric and gynaecological service for the whole of the Grampian area. There is a University Department of Obstetrics and Gynaecology with 3 Professors and two Senior Lecturers who have Honorary Consultant Status. We have 26 NHS consultants in total and 25 O and G ST1-7 s as well as GPSTs and Foundation doctors. The department is recognised for sub-speciality training in Gynae-oncology Reproductive Medicine and Sexual and Reproductive health.

You will be encouraged to contribute to the educational programme and participate in the quality improvement and clinical governance work of the department.

There are also opportunities for teaching undergraduates as well as junior colleagues and the wider multidisciplinary team. There is also a very active research programme with excellent facilities and support available.

### **The Baird Family Hospital**

In 2014 the Scottish Government pledged £100 million for a new hospital on the Foresterhill site, and planning is well underway with anticipated completion by 2027. This facility will accommodate all Obstetric, Gynaecological, Fertility and Breast services on the Aberdeen site in a state of the art facility with physical links to the Royal Aberdeen Children's hospital and adult intensive care facilities.

## **CONDITIONS OF APPOINTMENT**

On appointment, the medical practitioner should have completed general professional training (i.e. three years post-Full Registration) and have extensive clinical experience in Obstetrics and Gynaecology. The post holder should be post-MRCOG or equivalent.

## **MANAGEMENT**

The post holder will be managed by Dr Nicola Marconi (Director & Person Responsible, Aberdeen Fertility Centre).

## **Clinical research fellows in Reproductive Medicine**

### **Job Description**

1. The appointment will be held by a registered medical practitioner and is designed to give opportunities for further experience in Obstetrics & Gynaecology in the area of infertility.
2. The appointment will be made by NHS Grampian on the recommendation of an Appointments Committee.
3. The clinical research fellow appointed will be required to work in the team of Aberdeen Fertility Centre under the direction of the consultant flexibly as required. Training as Clinical research fellow will include the management of patients undergoing fertility treatment. Experience will be gained in the areas of cryopreservation cycles, gamete donation and surgical sperm aspiration. You will be responsible for clinics (both general fertility and IVF) and clinical procedures including, HyCoSy, controlled ovarian stimulation; ultrasound scanning for follicular monitoring, oocyte recovery and embryo transfers. The clinic has a large fertility preservation programme. The Unit provides a seven day with a week service and you will share the cover with your colleagues. You will also have duties in the Labour ward. Care will also be required in the management of patients with early pregnancy problems and complications of treatment
4. This post includes dedicated time for research. This posts objective is to support and develop clinical practice and processes, experience and competencies whilst maintaining a thorough research portfolio.
5. The inclusive salary is within the scale of £45,504 - £71,550. Placing on the scale will be by previous service and experience.
6. The appointment will be superannuable if the person appointed so chooses. They will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly unless he or she opts out of the Scheme.

7. Conditions of appointment as to leave, travelling and subsistence allowances etc. will conform with the Terms and Conditions as laid down for Hospital Medical and Dental Staff under the National Health Service (Scotland) Act.
8. The clinical research fellow appointed will be required to be registered with a licence to practise with the General Medical Council.
9. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff must ensure that they have defence cover for activities not covered by the Trust indemnity.

Boards are liable for work carried out by their employees and also by University Medical Staff and other research workers under their honorary contracts in the course of their NHS duties.

Where a clinical trial is authorised the Board is liable in respect of a claim against a doctor involving his or her NHS patients.

All trials must have the required approval of the Local Ethical Committee and the formal approval of the Board. In this connection, the Clinical Director of Obstetrics & Gynaecology must be informed of all clinical trials in which staff are taking part in the course of their NHS employment.

Boards are not responsible for a consultant's private practice, even in a National Health Service hospital. Where, however, junior medical staff are involved in the care of private patients in a National Health Service hospital, under the terms of their contract with the Trust, they would be the responsibility of the Trust.

10. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-
  - Ensure that health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.
  - Protect patients against the risk of acquiring hepatitis B from an infected health care worker.

Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

- Undergoing a process of screening/immunisation/monitoring following the Trust's Policy and Procedure, or
- Producing acceptable documentary evidence that he/she is not an infective risk to others.

If they are an infective risk to others or if they fail to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of their subsequent employment in this post, they are also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service to boost/maintain their level of immunity. Should they become hepatitis B antigen-positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review following the Trust's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures".

11. The appointment is made subject to satisfactory fitness for employment. The successful candidate will therefore be required to complete a pre-employment health screening questionnaire and may subsequently be required to attend a health screening
12. The appointment will be terminable on three months' notice on either side.

## Person Specification

	<i>Essential</i>	<i>Desirable</i>
<p><b>Education/Qualifications</b> Academic, technical and professional education and training</p>	<ul style="list-style-type: none"> <li>• Specialist training including MRCOG or equivalent</li> <li>• GMC registration</li> </ul>	
<p><b>Work and Other relevant experience (including training)</b> eg Specialist knowledge, levels of experience, supervisory experience, research</p>	<ul style="list-style-type: none"> <li>• Sound clinical experience of Obstetrics &amp; Gynaecology</li> <li>• Strong commitment to research</li> <li>• Must have completed specialist training or equivalent up until ST 5 in Obstetrics and Gynaecology</li> </ul>	<ul style="list-style-type: none"> <li>• Working knowledge of computer software e.g. Microsoft Office, SPSS, Reference Manager</li> <li>• Previous research experience</li> <li>• Previous experience of infertility management including vaginal ultrasound skills</li> </ul>
<p><b>Personal qualities and abilities</b> eg initiative, leadership, ability to work on own or with others, communication skills</p>	<ul style="list-style-type: none"> <li>• Excellent communication skills, both written and oral</li> <li>• Ability to work independently or as part of a team</li> </ul>	
<p><b>Other</b> eg special circumstances (if any) appropriate to the role such as unsocial hours, travelling, Gaelic language requirements etc.</p>	<ul style="list-style-type: none"> <li>• Must be able to participate in weekend on ACRM on call rota .</li> </ul>	

Model Weekly Job plan

	<b>AM</b>	<b>PM</b>
<b>Monday</b>	IVF Theatre/ On call	Clinic/Research
<b>Tuesday</b>	Clinic	Research
<b>Wednesday</b>	IVF Theatre/ On call	Admin
<b>Thursday</b>	HyCoSy/ Admin	Reviews
<b>Friday</b>	Clinic/Research	MDT/CME
<b>Saturday &amp; Sunday</b>	Weekend oncall & procedure support rota  (1/6 weekends)	Weekend oncall & procedure support rota  (1/6 weekends)