

Job Title: Consultant Clinical Haematologist

Department: Clinical Haematology

Sector: Care Group 4 - Pathology



## About Us:

Mid and South Essex NHS Foundation Trust is now one of the largest in the country, with a workforce of approximately 15,000 who serve a population of 1.2 million people.

We work together, and in conjunction with [MSE Health and Care Partnership](#) to deliver excellent local and specialist services, to improve the health and wellbeing of our patients, and provide a vibrant place for staff to develop, innovate and build careers.

From facilities through to consultant specialists we want to be the best, to achieve this we need to recruit not just those who are the finest in their field but also those who have the potential to be. Yes, experience is important but so is outlook – if you are dynamic, forward-thinking, and enthusiastic we want you to join us.

We not only offer you a good working environment with flexible working opportunities, but also the opportunity to develop your career with access to appropriate training for your job and the support to succeed and progress.

If you join the MSE team you may be working at one of or across our three main sites:

- Broomfield Hospital in Chelmsford
- Basildon and Thurrock Hospital
- Southend Hospital

So, whether you're looking for an entry level, apprentice role or your next exciting and fulfilling challenge within the NHS [browse our vacancies](#) to find the right role for you and start building your career with MSE today.

## Our Trust Values:

As a fully established, merged organisation, we've worked with you, our staff, to understand what it means to be part of Mid and South Essex NHS Foundation Trust. Our strategic goals clearly set out our purpose and ambitions, and our new values and behaviours show how we will work together, with each other, our patients, and our stakeholders, to achieve our aims.



### Excellent

We go all-out for excellence and put delivering exceptional care at the heart of everything we do.

### Compassionate

We act with care and compassion toward ourselves, patients, colleagues and our communities.

### Respectful

We appreciate the value of each other and nurture positive relationships. We ensure all voices are heard and respected.

## **Why join Mid & South Essex NHS Foundation Trust:**

The NHS is changing. We are entering a new era in healthcare: one where everyone has a choice of where they receive their treatment and there are core NHS principles which outline the provision of care.

This creates new and exciting challenges for us. Gone are the traditional hospital and community care settings, replaced by a competitive more commercial environment, where the Trust is judged on the whole experience, from technical excellence, through to care and comfort.

We want our hospitals to be the place where patients come first.

We want patients to leave us feeling that they made the right choice, that they have received the best care and have been treated with dignity and respect.

This requires the right people. Experience is obviously paramount, but so is the right attitude. We want people who will thrive in a competitive environment and who are willing to go the extra mile to make patients feel that they are important, and colleagues feel that you are an integral part of their team.

If you are looking to make a positive contribution and have the commitment, professionalism and dedication working for the benefit of our patients to really make a difference then we want to hear from you.

In return we provide staff with clear roles and responsibilities and rewarding jobs for teams and individuals that make a difference to patients, their families, and careers.

We offer you a good working environment with flexible working opportunities, consistent with the needs of patients and with the way that people live their lives.

We will also provide you with personal development, access to appropriate training for your job and the support to succeed.

We will provide support and opportunities for you to maintain your health, well-being, and safety.

You will also be given opportunity to engage in decisions that affect you and the services you provide, individually through representative organisations and through local partnership working arrangements.

All our staff are empowered to put forward ways to deliver better and safer services for patients and their families.

We'll also give you the motivation by providing excellent career packages and benefits, combined with the opportunity to work with like-minded individuals. All we need from you is the necessary expertise and good people attitude.

## **Job Description**

**Consultant Clinical Haematologist**

**Mid & South Essex NHS Foundation Trust**

**Broomfield University Hospital site**

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## **DEPARTMENT OF Haematology**

The Haematology consultant team are supported by an administration office, which provides all Haematology consultants an environment whereby each Consultant has access to the Haematology POD (Point of delivery).

### Management:

Valerie Pentney	Deputy Director of Operations Pathology MSE
Dr Faisal Bin Reza	Clinical Director of Pathology MSE
Matthew Hollington	Head of Nursing, Quality & Governance
Daniel Brigden-Taylor	Service Manager for Pathology MSE

Broomfield hospital is part of the Mid and South Essex NHS Foundation trust group after the successful culmination of the transformation project across south and mid-Essex. The MSE NHS Foundation trusts comprises of three acute secondary care providers: Basildon, Southend, and Broomfield. The new configuration offers the opportunity to create a bespoke model for delivering regional haematology services which ensures the alignment of specialities across the group to promote standardised working practices and innovative future service developments.

The transformation investment will enable, amongst others:

- Promote local improvement and performance
- Drive Quality and Governance throughout to improve patient experience and outcomes.
- Introduce single disciplines within the pathology group
- Development of the 5–10-year plan to support the merging organisation
- Digital network.

### **Current Consultant Staff:**

Clinical Lead: Dr Waseem Nagi  
Dr Pavel Kotoucek  
Dr Shereen Elshazly (Locum)  
Dr Mian Shariff (Locum)

### **Multi-disciplinary team members supporting the consultants include:**

- 2 Specialty Doctor
- 2 Senior Clinical Fellows / Specialty Registrars (Years 1-3)
- 2.6 Clinical Nurse Specialist
- 1 Health care assistant
- 2 research nurses
- 1 Anticoagulation Nurses
- 0.5 Haematology Pharmacist
- 1 Specialist haematology/transfusion practitioner

## Laboratory Services

The department provides analytical services for the Mid Essex Trust, St Andrews Burns Unit and other NHS / non-NHS providers. The department is equipped with Sysmex XN series, Werfen ACL-TOPs, Menarini and Biorad / Diamed IH-1000 , with WinPath as the laboratory computer system in use. The department is fully UKAS ISO15189 accredited.

The department regularly hold lunchtime seminars and we have a full-time Training Lead in post across Blood Sciences to support training needs. You must be keen to develop your knowledge and skills but to also develop others.

## Scientific Team within Pathology at Broomfield Hospital

	WTE
Operations Manager	1.00
Clinical Transfusion Lead	1.00
Team Managers	4.00
BMS/Specialist	12.90
Medical Laboratory Assistants	4.00

## Haematology Inpatients

The department has no haematology dedicated beds post covid and oversee shared care of haematology patients with other specialities as outliers. The appointee would also have the opportunity to seek the advice and support of colleagues in other specialities to meet the patient's medical needs

## Haematology outpatients

We have a dedicated exclusive haematology outpatient setting where all haematology consultants, junior doctor and nurses including anticoagulant clinics are held. It is located in close proximity to Day Therapies unit with further nursing support from his unit. We also have the facility to use main outpatient rooms.

## Haematology cancer outpatient activity MSE

Follow-up cases for Haematology Consultants			
		21/22	22/23 Plan
		26,211	20,508
Elective Activity (Including Day cases)			
		21/22	22/23 Plan
		11,342	12,128
First Appointments			
		21/22	22/23 Plan
		4,042	3,877

### **Day Therapies Unit**

Most of the elective supportive care for hospital is done here with additional outpatient specialist facilities on the Day Therapies Unit. There are further plans to develop this into a specialist haematology outpatient facility.

### **Chemotherapy Unit**

A newly built, state of the art combined Haem-Onc unit for delivery of chemotherapy. We are able to deliver urgent chemotherapy at short notice and using all novel drugs as these become available.

### **Anticoagulant Clinics**

There is also a comprehensive coagulation service provided through haematology CNS lead by a consultant with two Anticoagulant clinics in a week.

### **Telephone Clinics**

Since Covid-19 most of our clinics are telephone based, Telephone clinics are in place for routine haematology as well as MPN patients run by Haematology CNS in liaison with junior doctors. The post holder could have an opportunity to participate.

### **Bone marrow clinics**

There are 2 regular bone marrow procedure clinics run by our CNS's. There has been excellent feedback and many junior doctors had the opportunity to learn this procedure.

### **Helen Rollason Research Centre (Best Research Trial unit for 2017 Award)**

We have a specialist trials unit with dedicated trial nurses running a large number of trials for various medical and surgical specialties. There are a number of haematology trials in process and plans for several new trials with Novel drugs. The new appointee would have a unique opportunity to participate in the delivery of care of such patients.

### **Multidisciplinary Meetings**

Multidisciplinary meetings are done via teleconferencing between 3 sites of Mid Essex, Basildon, and Southend hospitals haematology departments. These are supported by MDT coordinator, clinical nurse specialists, research nurses, radiologist, histopathologist and a clinical librarian. All new and complex cases are discussed to further their management. There

are also MDTs in place with Barts haematology team for support of complex leukaemia and lymphoma patients.

### **Educational - Teaching and Resources**

There is a comprehensive teaching plan in place for junior doctors which comprise of a Wednesday morning teaching session with updates in haematology and a Clinical Morphology ward round in addition to regular bed side teaching. The department also provides teaching to 4<sup>th</sup> year Medical Students from Bart's the London Medical School in addition to those studying locally at Anglia Ruskin University Medical School. This provides excellent opportunities for a successful candidate to develop links and education expertise in teaching local medical undergraduates. We also regularly get a number of students for work experience.

### **Office Accommodation / Support:**

Trained medical secretarial support will be available and suitable office accommodation will be provided. Secretarial support will be provided at a minimum of 0.5 wte support. The post holder will share office space with a desk and IT support with access to Microsoft Office, the Hospital intranet, internet, and email facilities.



## Job Description

<b>Post Title:</b>	Consultant Clinical Haematologist
<b>Period:</b>	Permanent
<b>Programmed Activities:</b>	10 Programmed Activities, Full time
<b>Responsible To:</b>	Clinical Lead Haematology
<b>Accountable To:</b>	Clinical Director

### Duties of the Post

The duties outlined below are not definitive and may be changed in accordance with the needs of the service.

### Clinical

- The duties outlined below are not definitive and may be changed in accordance with the needs of the service.
- The post holder is required to hold specialist accreditation in Haematology and maintain their GMC registration and revalidation as per GMC's Good Medical Practice.
- Multidisciplinary team working is a key component of the working of the directorate to ensure a high quality and safe service for patients.
- At present, all work is divided equally excluding referrals made to a named consultant.
- To participate in the consultant on-call rota to provide continuous consultant cover to the hospital. The arrangements for consultant cover and out of hours duties will be 1:4 prospective and is currently paid as Category A – which is equivalent to an 8% supplement. This may be reviewed in the future either due to the sharing of cover with Southend Hospital and or Basildon Hospital, and the appointment of additional haematologists.
- To provide cover for colleagues' annual leave and other authorised absences.
- All emergency patients admitted must be reviewed by a Consultant within 24hours. All patients to have clear discharge plans agreed at admission.
- To ensure that proper clinical records are made and maintained.
- To ensure that all inpatients are regularly reviewed, and appropriate management plans are in place for all patients.
- The consultant will provide continuing responsibility for patients in their charge and in partnership with colleagues working for the proper function of the department and hospital.
- To attend relevant multi-disciplinary team meetings.
- To undertake administrative duties associated with the care of patients and the running of outpatient clinics.
- The post holder may be required to undertake other duties as appropriate for a Consultant Haematologist not elsewhere specified.
- There is an expectation of collaborative working with the other haematology consultants to provide a comprehensive haematology service for the whole of mid and south Essex.

## Organisational

- Currently Pathology is a Clinical Service Unit within the Division of Clinical support Services, which includes Imaging, Cancer Services and Pharmacy. However, the service structure is being reorganised and the successful candidate will be encouraged and expected to actively engage in the process with many opportunities in leadership roles.
- All consultants sit within the CSU structure and are expected to participate in the medical contribution to management.
- To support the clinical lead in policy and strategy development as a member of the CSU Management Team.
- To contribute to the leadership and development and organisation of Haematology services in line with the Trusts business plans for quality activity and business targets.
- To ensure that all staff work within the trusts framework for corporate governance including standing orders, standing financial instructions and financial procedures.
- To promote interdisciplinary team working between across the Trust.
- The post holder will contribute to effective communication and involvement of staff across the CSU including support to the service manager and Head of Nursing to achieve his or her objectives.
- Work in partnership with colleagues in other Divisions within the Trust.
- Contribute to multi-professional and undergraduate and post-graduate education, including teaching, examination and accreditation duties as required, across the Division.
- The Trust is in the process of implementing 7-day services across the organisation. The post holder would be expected to fully participate in changes to service delivery.

## Committees

- To be an active member of the following as required and others as the need arises:
- Relevant directorate and Trust meetings
- Monthly audit, mortality & morbidity, and clinical governance meetings
- Hospital Transfusion Committee
- Multi Discipline Team meetings (MDT)

## Clinical Governance

The post holder is expected to participate in the Trust's clinical effectiveness activities, and to maintain and foster improvements in the quality and standards of clinical services. The post holder will contribute to the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish.

The post holder under the guidance of the Dr Faisal Bin-Raza, pathology lead, will be expected to contribute to the development and implementation of the directorate's clinical governance strategy, including:

- Production of a directorate annual clinical governance plan.
- Production of a directorate quality strategy.

- Production of a directorate quarterly report to the Trust's Clinical Governance Committee.
- Ensuring targets within the plan are met, including:
  - Adoption of evidence-based practice including compliance with government guidance, e.g. NICE and NSFs
  - Establishment and implementation of a directorate clinical audit programme
  - Completion of a risk assessment and compliance with the Trust's risk management policies and strategies including controls assurance standards
  - Encouraging research and development
  - Ensuring, through the unit Training Director, in association with the division of education and training, that directorate staff meet the education and training targets agreed within the trust's annual plan.
  - Ensuring that complaints management is timely and effective including implementing action plans relating to individual complaints.
  - Contributing to work force planning to ensure timely availability of appropriate clinical skills to maintain excellence in patient care.

**Audit:**

To undertake audit of clinical practice within the department to ensure that current standards and evidence-based practice are applied.

**Continuing Professional Development:**

All Consultants are required to maintain and develop their clinical skills. Individual training and development needs will be identified through an appraisal process. The Trust supports the requirements for continuing professional development (CPD) and is committed to providing time and financial support for these activities.

**Risk Management:**

To work within the Trust's clinical risk management policies and in particular to participate as appropriate in clinical incident reporting.

**Appraisal and Development:**

All Consultants in the Trust are required to participate in the Trust's appraisal process. This is conducted by a trained, Trust-nominated appraiser. It is expected that the successful candidate will comply with the appraisal process. Yearly appraisals are a mandatory requirement as a part of the GMC Revalidation cycle for all medical staff in the NHS.

**Teaching and Training Activities:**

There is an expectation that part of this job should involve on-going teaching and training of primary care colleagues through group teaching and practice based sessions in order to disseminate specialist skills and provide a forum for the discussion of case studies and set clinical guidance.

The hospital has University status. Consequently, the training of medical students, junior hospital doctors, nurses and physiotherapists has a high priority. The new colleague will be actively encouraged to pursue any interest in this area.

Clinical Governance is a major part of our daily practice. The hospital has a dedicated, separate department with allocated clinical and ancillary staff to facilitate this.

There is a well-stocked medical library with audio-visual teaching aids and a full time librarian. The library has a Medline facility. There is a thriving Postgraduate Medical Centre with regular clinical meetings and a general education programme.

All consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements.

**Job Plan:**

The Clinical Director and General Manager are responsible for the review of the job plan in conjunction with the post-holder. The job plan for the first three months will be based on the provisional timetable shown below.

A formal job plan will be agreed with the appointee and their Clinical Director, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will then be reviewed annually, following an Appraisal Meeting.

It is expected that the job planning process will be approached with professionalism, honesty and transparency.

**Weekly Timetable:**

The changing nature of the contracting process makes it essential that all consultants have a flexible approach to working arrangements which may include innovative working patterns, including 7 day working in the future. The job plan will be reviewed at a 3, 6 and 12 monthly interval following initial appointment.

The job plan (for a full-time contract) will consist of the following (provisional timetable below):

- Direct Clinical Care: 8.5 PAs on average per week  
 (Includes clinical activity, clinical related administrative activity, predictable and unpredictable work)
- Supporting Professional Activities: 1.5 PAs on average per week  
 (Includes CPD, audit, teaching and research)
- Additional payment for on call will be calculated once job plan is finalised (if applicable to role).

	AM	PM
Monday	Ward Round – Local MDT	Haem Out-patient clinic / admin
Tuesday	Teaching / Training	Haematology Joint MDT
Wednesday	Laboratory duties	Haem Outpatient clinic
Thursday	Ward Round / SPA	SPA
Friday	Laboratory duties / Ward round	Haem Out-patient clinic / admin

**4.3 On Call Availability**

The new appointee will be expected to share a 1:4 category A on-call with prospective cover with the other consultants. The on-call is mainly telephone based, but you are expected to attend the hospital for emergencies. At weekends and Bank holidays, there is haematology SpR on site for four hours each day, and the consultant is expected to do a ward round with

the registrar at least once during the weekend. This is reflected in the job plan. At present, we do not run a full 7 day working service, but this is expected to become a requirement in the future.

**General Statement:**

**Mentoring:**

All new consultants will be provided with a mentor from the consultant body in order to aid professional development and provide advice.

**Management:**

The appointee will be expected to take part in day-to-day business management to ensure smooth running of services, and to contribute to service development, including review of consultant job plans where necessary from time to time.

**Appointment to the post:**

The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the Guidance on Advisory Appointments Committees. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post for part-time hours.

The appointment is subject to Medical and Dental Terms and Conditions of Service for Consultants (England) 2003. It is subject to the National Health Service (Superannuation) Regulations. The conditions are exclusive of appeal rights to the Secretary of State (Section 190).

**Policies & Procedures:**

You are required to comply with the Trusts Policies and Procedures.

**Information Security and Confidentiality:**

- All person identifiable information must be held in the strictest confidence and must be disclosed only to authorised people in accordance with the 1997 Caldicott recommendations, 2018 Data Protection Act, ratified information sharing protocols and patient consent.
- Where there is any doubt, the post holder must seek advice from the Caldicott Guardian or deputy. A breach of confidentiality may result in disciplinary action being taken in accordance with the Trust's disciplinary procedure.
- It is the responsibility of the post holder to abide by all organisational policies and procedures, particularly those in the information security section of the policy folder.
- To meet the requirements of the 2018 Data Protection, Act the post holder is responsible for the maintenance of up to date and timely data entry and to ensure that information processed is safeguarded, securely stored and safely disposed of.
- To maintain data quality, it is essential that clinical information extracts and reports are validated by the appropriate clinician prior to distribution.

**Information Governance:**

- All staff must be familiar with and comply with the contents of the Information Governance Handbook, a personal copy will be provided at Induction to all staff.

- All staff are required to maintain confidentiality of patient and Trust's information as set out in the Trust's Confidentiality Policy.
- All staff are required to read and comply with all policies that are issued relating to the electronic security of Trust's information.
- All staff who create, access, transfer, modify sensitive Trust's records have a responsibility to be both accurate and timely and ensure that all the information that they record either on paper or electronically is complete.

### **Confidentiality:**

- Your attention is drawn to the confidential nature of information collected and used throughout the NHS. The unauthorised use or disclosure of patient, staff or other personal information is a dismissible offence. The unauthorised disclosure of information could also result in a prosecution for an offence, or action for civil damages, under the Data Protection Act.
- All matters relating to patients' diagnosis and treatment, staff or the Financial or contractual position of the Trust are strictly confidential and under no circumstances is such information to be divulged or passed to any unauthorised person(s) under penalty of summary dismissal.
- All staff should take particular care relating to the electronic storage and transfer of confidential information. This should only be done in accordance with the Trust's Information Security Policy.

### **Equal Opportunities and Diversity:**

The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust's Equal Opportunities Policy & the Race Equality Scheme.

### **Health and Safety & Risk management**

Employees must be aware of the responsibilities placed upon them under the Health and Safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors, and employees.

Employees must wear personal protective equipment where provided.

All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are also expected to maintain safe infection control practices at all times.

All employees are responsible for reporting any accidents, untoward occurrence, and potential hazards to their Head of Department even no injury or property damage has resulted.

### **Relocation Expenses:**

Relocation expenses may be available subject to eligibility in line with the Trusts policy.

### **Health Clearance:**

The appointment is made subject to satisfactory fitness for practise. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.

### **Revalidation:**

The trust has the required arrangements in place, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

### **Registration:**

The appointed candidate will be required to be fully registered with the General Medical Council and hold a licence to practice

### **Rehabilitation of Offenders Act:**

Because of the nature of the work of this post, it is exempt from the provision of section 4(2) of the Rehabilitation of Offenders Act 1974 (Exemption Order 1975). Applicants are, therefore, not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act, and in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by Broomfield Hospital. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

### **Terms and Conditions of Service:**

The appointment is subject to Medical and Dental Terms and Conditions of Service for Consultants (England) 2003.

Applicants must have full and specialist registration with the General Medical Council (or be eligible for registration within 6 months of interview).

Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.

Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT

The starting salary for new Consultants is £89,749 per annum

### **Annual and Study Leave**

The annual leave is 30 working days plus two statutory day holidays which rises to 34 days with more than 7 years' service as an NHS Consultant.

All consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements.

Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three year period commencing from date of employment. Currently Consultants are allowed up to £1000 per financial year (1st April – 31st March) in line with the Trusts Study Leave Guidelines for Consultants and Specialty Doctors.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre for study leave.

Post holders are required to follow the Trust annual leave policy and procedure for approval.

So far as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

**Termination of Contract:**

Termination of the appointment is subject to three months' notice on either side.

**Private Practice:**

The successful applicant may undertake private practice in accordance with the Schedules 9 & 10 of Terms and Conditions of Service. However, where such practice might conflict directly with the Trust's interests, the Appointee must bring this to the attention of the Medical Director.

**Medical Indemnity:**

The Trust is financially responsible for the negligent acts and omissions of Consultant medical and dental staff in the course of their Trust employment. If, however, any private practice, within a NHS hospital or any other hospital is undertaken, the appointee will be personally responsible for subscribing to a recognised defence organisation. The Trust will not be responsible for category 2 (e.g., reports for insurance) or 'Good Samaritan' Acts. Health Circular HC (89) 34 provides full details of 'Claims of Medical Negligence against NHS Hospital and Community Doctors and Dentists'.

The Department of Health advises practitioners to maintain defence body membership in order to ensure they are covered for any work which does not fall within the scope of NHS Indemnity.

**Place of Work:**

The appointee will be based at Broomfield Hospital site however may be required to work at other sites within the Trust. The appointee will be fully consulted regarding any changes to job plan.

It is desirable for the appointee to have their own transport.

**No Smoking Policy:**

It is the policy of the Trust to promote positive health. Smoking, therefore, is prohibited in all buildings and the grounds of the hospital.

**Security:**

In the interests of safety and security the appointee will be required to wear Hospital Staff Identification Badge at all times whilst at work.



## Person Specification

Criteria	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• MBBS or Equivalent</li> <li>• Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC) or be eligible for registration within six months of interview.</li> <li>• Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.</li> <li>• Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</li> <li>• evidence of completion of specialist training or equivalent</li> <li>• FRCPATH or equivalent</li> <li>• MRCP or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• MSc</li> <li>• MD</li> </ul>
<b>Experience and Knowledge</b>	<ul style="list-style-type: none"> <li>• Evidence of thorough and broad training and experience in the specialty.</li> <li>• Comprehensive knowledge in the specialty and ability to offer expert clinical opinion on range of problems.</li> <li>• demonstrates good knowledge of the structures and culture of the NHS, roles, responsibilities and relationships across the MDT and the multi-professional team.</li> <li>• Able to take full and independent responsibility for delivering service without direct supervision.</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of Management training.</li> <li>• Evidence of direct involvement in changing service provision.</li> <li>• Experience of audit management.</li> <li>• Ability to advise on efficient and smooth running of specialty service.</li> <li>• Ability to organise and manage out-patient priorities and waiting lists.</li> </ul>
<b>Teaching Experience</b>	<ul style="list-style-type: none"> <li>• Knowledge and experience of supervising undergraduates, junior doctors, and other staff</li> <li>• ability to teach clinical skills.</li> </ul>	
<b>Research/Audit Experience</b>	<ul style="list-style-type: none"> <li>• Knowledge of the principles of research/audit and ability to interpret and apply clinical research.</li> </ul>	<ul style="list-style-type: none"> <li>• Recent published clinical research in peer reviewed journal.</li> <li>• Ability to supervise</li> </ul>

	<ul style="list-style-type: none"> <li>Ability to apply research outcomes to clinical and surgical problems.</li> </ul>	postgraduate research
<b>Communication skills</b>	<ul style="list-style-type: none"> <li>Excellent verbal and written skills.</li> <li>Ability to communicate effectively with clinical colleagues, other specialties and support staff.</li> <li>Evidence of management experience or training.</li> <li>Ability to advise on efficient and smooth running of specialist service.</li> <li>Ability to manage and lead department.</li> </ul>	
<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>Ability to develop effective working relationships on an individual and multi-disciplinary basis with all levels of staff.</li> <li>Able to organise and prioritise workload.</li> <li>Ability to take responsibility and show evidence of leadership.</li> <li>Ability to adapt and respond to changing circumstances.</li> <li>Ability to work under pressure.</li> <li>Willingness to undertake additional professional responsibilities at local, regional, or national level.</li> <li>Caring, honest and reliable</li> </ul>	
<b>Other</b>	<ul style="list-style-type: none"> <li>Ability to travel between sites</li> </ul>	<ul style="list-style-type: none"> <li>Own transport</li> </ul>