

THE HILLINGDON HOSPITALS NHS FOUNDATION TRUST

Job Title:	Consultant Dermatologist with an interest in Mohs surgery
Department:	Dermatology
Number of PAs:	10 PAs
Location:	Hillingdon Hospital and Mount Vernon Hospital
Division:	Planned Care
Reports to:	Divisional Director for Planned Care
Accountable to:	Medical Director / Responsible Officer

1. Job Summary

The post holder will play a key role in realising our ambition to continue to build a high quality clinical service by bringing additional skills to our Dermatology service. The successful applicant will be a committed clinician, on the specialist dermatology register (or within 6 months of CCT), with subspecialist interest/training in Mohs surgery and a track record of excellent clinical service delivery, service improvement, teaching, training and other qualities as identified in the person specification. It is a requirement of the post that every doctor takes part in annual job planning and annual appraisal as part of the revalidation cycle.

2. Duties / Responsibilities of the Post

General Clinical

The post-holder will be responsible to the Divisional Director of Planned Care at The Hillingdon Hospitals NHS Foundation Trust, through the Specialty Lead for Dermatology. It is a 10 PA post – 8 direct clinical care (DCC) and 2 supporting professional activities (SPA). The post has 1.5 dedicated sessions of clinical admin. These supplement the admin time inbuilt within the 6.5 clinic sessions. The clinical sessions will comprise general dermatology clinics, specialist lesion assessment clinics and surgical clinics. The specialist surgical facilities for Mohs are provided at the Hillingdon site. The department has a streamlined lesion assessment and excision pathway to deliver a one-stop service based on a consultant and specialist nursing team. 2.5 sessions of surgery are expected to deliver the current demand. The post holder will be a core member of the skin cancer service and will attend and chair the fortnightly skin cancer MDT which also incorporates a specialist MDT. The clinical service is supported by dermatology specialist nurses with surgical experience and a cancer specialist nurse. Specialist dermato-pathology is provided through Northwest London Pathology which is an NHS pathology joint venture partly owned by Hillingdon Hospitals NHS Foundation Trust. The pathology laboratory and pathologists are based at Hillingdon currently but are expected to move to a central laboratory at Charing Cross Hospital within a year.

The supporting professional activities include clinical and educational supervision, clinical governance, audit and personal CPD. Personal CPD must be included as part of annual appraisal which is mandatory and required for the revalidation process. The post holder would provide leadership for surgical dermatology. 1 SPA may be worked off site.

The post holder will, together with his or her consultant colleagues and other health care professionals in the Directorate, provide an effective and comprehensive service for patients and support continuing service developments.

Management

The post holder will collaborate with the Lead Clinician and the Senior Nurse Management Team in the development and implementation of all relevant policies for the running of the department. You would be expected to participate and lead in the teaching/training of SAS doctors, CNS and nursing staff with other consultant colleagues. This includes assisting in the medical advisory and liaison work of the hospital Medical Staff Committee and share the workload of the involvement in any other

committees relating to the Dermatology Department, for example (not an exhaustive list) Clinical Governance/Audit, Medicines Management, etc.

The post holder will use Trust IT systems to deliver an efficient, high quality service.

The post holder will co-operate with the consultant team in the recruitment and appointment of medical staff in consultation with the Department of People and Development and the Dermatology Senior Nurse Management Team. He/she will also be expected when required, to involve themselves with the recruitment and appointment of additional doctors to the team and, when necessary, of nurses in the department. He/she will help to organise and give guidance to the deployment of junior staff duties including allocation and supervision of clinical work where necessary.

3. Service Configuration and Planning

The Dermatology service sits within **Planned Care Division**. A management team, including an Assistant Director of Operations, supports and works closely with the clinicians.

The service provided at The Hillingdon and Mount Vernon Hospitals is mainly an outpatient service with the post-holder and colleagues providing an inpatient referral service on request during working hours. The dermatology service also manages the allergy and plastics services provided via Hillingdon Hospital. The skin cancer service is integrated and we are supported by a plastics surgeon (Mr Trevor Viegas) within dermatology. We also have strong links with the maxillofacial surgery department (Mr Mahesh Kumar and Mr Indran Balasundrum) who work closely with us. There is a monthly joint vulval clinic with the gynaecologists (Miss V Cook and Ms I Ali). A monthly joint dermatology/rheumatology clinic is held with Dr Woodham. There is a Type 1 mediated allergy service that Dr Florea and Crawford provide.

The dermatology department is predominantly based in the Tudor Centre and offers comprehensive dermatology specialist services. Outpatient clinics at Hillingdon Hospital are held in the Tudor Centre and in main outpatients. Skin surgery including Mohs is carried out in a total of four purpose built outpatient operating rooms within the Tudor Centre and in main outpatients. The skin cancer CNS also supports the service. Weekly Paediatric Dermatology clinics are held in the Paediatric outpatients department. Two dermatology specialist nurses undertake dermatological surgery including for skin cancer. Two Dermatology specialist nurses run phototherapy; and another runs the contact dermatitis service and nurse treatments. It is anticipated that systemics/biologics will also be supported by a dermatology nurse in the near future. The Trust also runs outpatients clinics and offers surgery at the Mount Vernon site and has an outreach clinic in Great Missenden.

3. PROPOSED/EXAMPLE OF A WEEKLY JOB PLAN -subject to review on appointment according to service needs and successful candidate's specialist interest

	am	pm
Mon	09:00-13:00 General clinic (Wks 1, 3) 09:00-12.15 General clinic (Wks 2,4,5) 12:15-14:00 MDT (Wks 2,4,5)	13:00-17:00 Wks 1, 3 Admin (4 hrs) 14.30- 17:30 Wks 2,4,5 Admin (4hrs)
Tue	08:30-12:30 General Clinic Wks 1-5	13:00-17:00 Wks 1-5 SPA (4 hrs)
Wed	08:30-12:30 Surgery/Mohs Wks 1-5	13:00-15:00 Surgery/Mohs wks 1-5 (2 hrs) 15:00-17:00 Admin wks 1-5 (2 hrs)
Thu	08:30-12:30 Surgery list Wks 1-5	13:00-17:00 Wks 1,3,4,5 SPA (4 hrs) Wk1- St Johns (SPA); Wk 2 – complex patient review clinic (MVH, DCC); Wk 3 – RSM (SPA); Wk 4/5 – SPA
Fri	08:30-12:30 Surgery/Mohs Wks 1-5	13:00-17:00 wks 1-5 Lesion / See and treat clinic

In summary; the job plan includes 8 PA's for DCC, based at Hillingdon Hospital, and 2 SPA. The complex patient review clinic is held at Mount Vernon Hospital. All clinic and surgical lists include 30 min admin time. The new/follow up ratio will change to reflect service pressures and total patient number in the clinic will depend on case mix in accordance with job planning guidance from the BAD. For eg. a general clinic, currently it would be 7 new: 6 follow up.

There is no out of hours on call commitment.

If the candidate undertakes the skin cancer lead clinician role, this attracts 0.5PA (additional responsibility) and the dermatology clinical lead role would attract 1PA.

5. Department Structure – Medical Staffing and other staff

Dermatology forms part of the Planned Care Directorate

Divisional Director	Dr Nikki Jackson
<i>Specialty Clinical Leads for Dermatology Services</i>	Dermatology lead clinician - vacant
	Skin cancer lead - vacant
	Mr Mahesh Kumar: Maxillofacial lead clinician
	Dr Amy Guppy: Trust Cancer Lead
Management structure:	
Divisional Manager	Claire Sheppard
Senior service Manager	Kate Wilson
Assistant Service Manager	Sandeep Bidla
Consultants	Subspecialty lead / clinics
Dr Jackie Crawford	General & Vulval dermatology
Dr Ophelia Dadzie	Hair, Ethnic skin, Dermatopathology
Dr Sheru George	Lasers & Photodermatology; Informatics
Dr Manjeet Joshi	General & Paediatric dermatology
Dr Catalina Florea	Contact Dermatitis & Allergy
Dr Farhana Ravat	General & Vulval dermatology
Vacant post	Mohs Surgery
Vacant post	General Dermatology and Paediatric Dermatology
Vacant post	General Dermatology
Mr Trevor Viegas	Surgical Dermatology
Dr David Orton (locum)	Contact Dermatitis
Dr Vincy Abraham	Specialty Doctor
Dr Asma Sarwar	Specialty Doctor
Dr Michael Hogarth (GP)	Speciality Doctor
Dr Sabina Ghani (GP)	Specialty Doctor
Vacant	Speciality Doctor
Amos Jakachira	Nurse Lead
Tara Heath	Skin cancer CNS
Tanya Wright	Allergy Dietitian

12 Dermatology Nurses in total (including above)	
Support	
ed by	
Laura White	Dermatology Secretary
Ashwinder Padda (currently on maternity leave)	Dermatology Secretary
Valerie Hastie	Dermatology Administrator
Andreea Martin	Dermatology Admin Assistant
Pinderjit Chander	MDT co-ordinator

6. Education, Teaching and Training

The Hillingdon Hospital is an Associated Teaching Hospital with Imperial School of Medicine. It also has an active Postgraduate Education programme. Dr Stella Barnes is the Director of Medical Education. There is a modern Education Centre with a good library and research links with Brunel University. There are weekly meetings for both primary and secondary care staff.

Teaching and training responsibilities

The post holder is expected to provide teaching for both undergraduate and post-graduate medical staff and to become an educational supervisor.

Continuing professional development

The Trusts encourages all their consultants to take part in continuing professional development in order to ensure that their skills are continually updated in line with relevant medical developments. Compliance with the Trust Statutory and Mandatory Training (STaM) matrix is expected. Consultants may apply to the study leave budget for help with expenses associated with education and development. Informal mentoring is offered by the senior clinicians in the team; Drs George, Crawford and Ravat.

7. Research

There is a vigorous Research and Development Unit led by Dr Simon Dubrey. The unit provides support and guidance for colleagues from all disciplines. There are good opportunities for liaison with academic centres in NW Thames. The successful applicant will be expected contribute to system-wide collaborative working for academic as well as clinical aspects of Dermatology and will be actively encouraged to undertake research.

8. Clinical Governance, Audit and Risk Management

Clinical Governance is led by Camilla Wiley and Dr Gubby Ayida (Nursing and Medical Directors of the Trust respectively), and is co-ordinated via a Trust Clinical Governance Department. All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and to co-operate with any investigations undertaken. The post holder will be required to participate in regular clinical governance meetings, both departmental and Trust wide, and in Grand Rounds. There will also be an expectation to conduct regular audit of your work and/or participate in the national audits conducted by the BAD. Surgeons are expected to follow BSDS guidelines.

9. Induction

The post holder must attend corporate induction and have a local induction undertaken in accordance with relevant Trust policies. In addition, there is specific induction for new consultants with subsequent mentoring. Tailored induction packages are produced for each new consultant according to specialty.

There is a Trust programme for structured support for all new consultants within the Trust and access to mentoring.

10. Revalidation and Appraisal

Revalidation is a process by which all licensed doctors have to demonstrate to the GMC that they are up to date and fit to practise. The Trust has the required arrangements in place to ensure that all clinicians have a mandatory appraisal with a trained appraiser and supports clinicians / doctor going through the revalidation process. The Responsible Officer for Revalidation is the Medical Director.

11. Raising concerns

Staff may on occasion have genuine concerns about healthcare matters and consequently the Trust endorses the principle that these must be raised in a responsible and appropriate manner, and if necessary using the Trusts Raising Concerns at Work (Whistleblowing) Policy.

12. Secretarial/Administrative Support

The Consultant appointed will have available secretarial support, IT access and office facilities.

13. Private Practice

There are private outpatient facilities on The Hillingdon Hospital site. Bishopswood Hospital on the Mount Vernon site has inpatient facilities. Private practice on Trust premises falls within the Trust's Clinical Governance arrangements. The successful applicant may undertake private practice in accordance with the Trust's Private Practice Policy and Schedules 9 & 10 of Terms and Conditions of Service.

14. Professional Structures

All consultants are members of the Consultant Staff Committee. There is a Local Negotiating Committee representing the British Medical Association, which reports to the Consultant Staff Committee.

16. Preliminary Visits Applicants are invited and encouraged to contact one of the following to discuss the job in more detail:

Contact Person	Job Title	Contact Numbers
Dr Gubby Ayida	Acting Medical Director	01895 279360
Dr Nikki Jackson	Divisional Director	01895 279804
Dr Jackie Crawford	Consultant Dermatologist	01895 279230
Dr Farhana Ravat	Consultant Dermatologist	01895 279466
Dr Sheru George	Consultant Dermatologist	01895 279466

The Hillingdon Hospitals NHS Foundation Trust and Surrounding Area

Hillingdon Hospital is the only acute hospital in the London Borough of Hillingdon and offers a wide range of services including accident and emergency, inpatient care, day surgery, outpatient clinics and maternity services.

Our services are provided from both Hillingdon Hospital and Mount Vernon Hospital. We deliver high quality healthcare to the residents of the London Borough of Hillingdon, and increasingly to those living in the surrounding areas of Ealing, Harrow, Buckinghamshire and Hertfordshire, giving us a total catchment population of over 350,000 people.

The Trust's services at Mount Vernon Hospital include routine day surgery at a modern treatment centre, a minor injuries unit, and outpatient clinics. The Trust also acts as a landlord to a number of other organisations that provide health services at Mount Vernon, including East & North Hertfordshire NHS Trust's Cancer Centre.

Shaping a Healthier Future

The Shaping a Healthier Future (SaHF) programme aims to improve NHS services for the two million people who live in North West London and is a key driver of strategic change for our Trust. The principal objectives are to:

- Centralise specialist services, which people need when they are seriously ill
- Localise the most common services people need for everyday illnesses and injuries
- Integrate all of these services with others.

In the context of this programme, the Trust is a 'fixed point' major acute hospital with 24/7 Accident & Emergency capability, delivering emergency and elective services over a progressively broader catchment area, as the changes in the North West London sector take effect.

Whole Systems Integration pilot

As part of the North West London (NWL) pioneer programme, Hillingdon Partners have come together as an early adopter of 'Whole Systems Integrated Care', with plans to trial and implement a framework, co-designed by health and social care organisations, frontline professionals and service users, across North West London. Hillingdon Partners is comprised of Hillingdon CCG, The Hillingdon Hospitals NHS Foundation Trust, Central and North West London NHS Foundation Trust as well as GP networks and a voluntary sector consortium (Hillingdon 4 All).

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The Trust Chief Executive is Patricia Wright, the Medical Director is Dr Gubby Ayida and the Chief Operating Officer is Tina Benson.

Trust CARES Values

The Trust has defined its culture as one that puts compassionate care, safety and quality at the heart of everything we do. Our CARES values stand for:

Communication	Recognising the importance of listening and communicating in practice.
Attitude	Striving to understand others' needs, responding with care, compassion and professionalism.
Responsibility	Taking responsibility for consistently delivering excellence and being open in all that we do.
Equity	Recognising that people are different and value everyone equally.
Safety	Viewing patient, staff and visitor safety as a priority.

Hospital Management Structure

The Hillingdon Hospital NHS Foundation Trust is managed by a Trust Board, made up of the Chairman, the Chief Executive, full time Executive Directors and part-time Non-Executive Directors.

Chief Executive: Patricia Wright	Chairman: Matthew Swindells
Medical Director: Dr Alan McGlennan	Chief Operating Officer: Tina Benson

The Trust has two Clinical Divisions, namely Planned and Unplanned Care, each led by a Divisional Director.

Terms and Conditions of Employment

ALL APPLICANTS SHOULD ENSURE THEY HAVE READ AND UNDERSTOOD THE FOLLOWING CONDITIONS

The post-holder is covered by The Hillingdon Hospitals NHS Trust Terms and Conditions of Service (see below), which have been jointly agreed for the purpose of this appointment. The appointment is superannuable, unless you choose to opt out of the National Health Service Superannuation Scheme. The post-holder is covered by the National Terms and Conditions of Service – Consultants (England) 2003. Candidates unable to work whole time are invited to apply as part of a job share and will be eligible to be considered for the post.

Salary - The Hillingdon Hospitals NHS Foundation Trust holds the contract for this post. The job plan will be agreed beforehand in accordance with the requirements of the new consultant contract. Salary: ranges from £93,666 - £126,281 depending on service. In addition, a London Weighting Allowance of £2,162 per annum is payable.

GMC Registration - The successful candidate will be required to have and maintain full registration with the General Medical Council. They should be on, or within six months of being admitted to the GMC's Specialist Register.

Clinical and Professional Responsibility - The Consultant will have a continuing clinical and professional responsibility for the care of patients in his/her charge and proper functioning of his/her department. He/she will also undertake the administrative duties associated with the care of his/her patients and the running of the service. It is also the duty of a consultant to:

- Keep patients (and/or their carers if appropriate) informed about their condition
- Involve patients (and/or carers if appropriate) in decision making about their treatment
- Maintain professional standards and obligations as set out from time to time by the General Medical Council (GMC) and comply in particular with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
- Maintain professional standards and obligations as set out from time to time by the General Dental Council (GDC) (Dental consultants only)

Confidentiality - Your attention is drawn to the confidential nature of information collected within the NHS. The unauthorised use or disclosure of patient or other personal information is a dismissible offence and, in the case of computerised information, could result in a prosecution for an offence or action for civil damages under the Data Protection Act 1998. It should be noted that contracts of employment for Consultant staff are the subject of discussion at national level and any changes will be incorporated into your contract.

Job Plan - It has been agreed between senior management within The Hillingdon Hospital and Consultant staff that the annual review of individual consultant's weekly timetable/job description will, in most cases, be carried out by the relevant Divisional Director. Management will meet with each Divisional Director to review the overall service provided by a speciality/department. Programmed activities may be re-allocated from time to time to align with alterations in circumstances such as changes in Consultant staffing, introduction of new services and expansion or reduction of existing services.

A consultant is responsible for carrying out any work related to and reasonably incidental to the duties set out in their Job Plan such as:

- The keeping of records and the provision of reports
- The proper delegation of tasks
- Maintaining skills and knowledge

Consultants shall be expected in the normal run of their duties to deputise for absent consultant or associate specialist colleagues so far as is practicable, even if on occasions this would involve

interchange of staff within the same employing organisation. This does not include deputising where an associate specialist colleague is on a rota with doctors in training. When deputising is not practicable, the employing organisation (and not the consultant) shall be responsible for the engagement of a locum tenens, but the consultant shall have the responsibility of bringing the need to the employer's notice. The employing organisation shall assess the number of Programmes Activities required and time will be offered in lieu equivalent to the hours covered and associated admin time; normally 20%.

Removal expenses - Isment of removal expenses and associated expenses will be available at the discretion of the Hillingdon Hospitals NHS Foundation Trust.

Medical Clearance - Prior to employment we require a satisfactory medical examination report is a condition of employment for medical and dental staff in the NHS. The successful candidate may therefore be required to undergo such an examination unless a satisfactory one has been carried out within the last twelve months.

Arrangements for Annual and Study Leave - The appointee will be expected to make their own arrangements regarding annual leave and study leave cover, liaising with the other Consultants. Annual leave entitlement is thirty-two days per year, increasing with seniority, and study leave entitlement is ten days per year. Study leave may be declined if Core Skills Training (STaM) and annual appraisal are not up to date.

Rehabilitation of Offenders Act 1974 - As the nature of work you will be undertaking during your appointment involves direct contact with people who are receiving a health service, we have been obliged to ask you to complete a disclosure form (at enhanced level), which will be processed by the Criminal Records Bureau. We require you to disclose any convictions, cautions, reprimands and warnings you may have under the conditions of the above order. You are not entitled to withhold such information about convictions which otherwise might be 'spent'. Failure to disclose such convictions could result in the termination of your appointment.

Disclosure and Barring Service - The post is subject to a DBS at enhanced level. The appointed candidate will be required to complete the NHS Pre-, and Post-Appointment Declaration form as outlined in HSC2002/008.

Safeguarding - The Hillingdon Hospital NHS Trust is committed to and has a duty to make arrangements to safeguard and promote the welfare of children, young people and vulnerable adults (Children Act, 1989 and 2004; Safeguarding Vulnerable Groups Act, 2006). Staff groups will have different training needs to fulfil their duties, depending on their degree of contact with children, young people and vulnerable adults and on their level of responsibility. Each employee has a responsibility to cooperate with their manager in attending the relevant training and to adhere to safeguarding legislation, local policy and processes.

NB: For posts with substantial access to children, the following paragraph will be included:-This post has substantial access to children under the provision of Joint Circular No: HC(88)9, HOC 8/88, WHC (88)10. Therefore, any offer of employment will be subject to a satisfactory DBS check having been completed.

No Smoking Policy - It is the policy of the Trust to promote health. Smoking is therefore prohibited throughout all Trust premises and grounds.

Security - Staff must wear their identity badge at all times to assist in maintaining the security of the hospital; be observant, and not afraid to enquire of people as to their business in the hospital. Any suspicious behaviour must be reported to the Security Officer, manager, or the Support Services Dept.

Health and Safety - The post holder must co-operate with management in discharging responsibilities under the Health and Safety at Work Act 1974 and take reasonable care for his or her own health and safety, and that of others. The post holder must also ensure the agreed safety procedures are carried out to maintain a safe environment for patients, employees and visitors.

Infection Control - It is the responsibility of all staff to recognise their role in maintaining a safe environment for patients, visitors and staff to minimise the risk of avoidable Healthcare Associated Infection. Employees are responsible for ensuring that they are fully aware of the Trust's Infection Prevention and Control policies and the post holder will undertake infection control training on an annual basis.

Hepatitis B - The successful candidate will be required to provide documentary evidence of natural or acquired immunity to Hepatitis B, before taking up employment. Where this is not possible, the post holder will be required to demonstrate by recent (within the last year) evidence of serology showing the absence of Hepatitis B surface antigen. These provisions are to meet the requirement of the Department of Health's instructions to Trusts (HSG(93)40).

Equal Opportunities - The post holder is required at all times to carry out responsibilities with due regard to the Trust's Equality and Human Rights Policy and to ensure that staff receive equal treatment throughout their employment with the Trust.

Risk Management – All staff have a responsibility to report all clinical and non-clinical accidents or incidents promptly and when requested to, co-operate with any investigation undertaken.

Conflict of Interests - You may not without the consent of the Trust engage in any outside employment and in accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests, which could potentially result in personal gain as a consequence of your employment position in the Trust. Interests that might appear to be in conflict should also be declared.

In addition the NHS Code of Conduct and Standards of Business conduct for NHS Staff (HSG 93/5) required you to declare all situations where you or a close relative or associate has a controlling interest in a business (such as a private company, public organisation or other NHS voluntary organisation), or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently whenever such interests are gained. You should not engage in such interests without the written consent of the Trust, which will not be unreasonably withheld. It is your responsibility to ensure that you are not placed in a position, which may give rise to a conflict between your private patient's interest and your NHS duties.

Code of Conduct for Professional Groups - All staff are required to work in accordance with their professional group's code of conduct (e.g. NMC, GMC, DOH, Code of Conduct for Senior Manager).

THE HILLINGDON HOSPITALS NHS FOUNDATION TRUST
PERSON SPECIFICATION

Criteria for Selection	Essential Requirements	Desirable Requirements	Assessment Method
CARES VALUES	<ul style="list-style-type: none"> Demonstrating ability to meet the Trust 'CARES' values (Communication, Attitude, Responsibility, Equity, Safety) 		Application Form (in first instance and interview)
Education and Professional Qualifications	<ul style="list-style-type: none"> Full GMC Registration with License to Practice MRCP Entry on the General Medical Council (GMC) Specialist Register via one of the following: <ul style="list-style-type: none"> a. Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview) b. Certificate of Eligibility for Specialist Registration (CESR) c. European Community Rights 	Higher degree	Application form
Specific Additional Skills	Has worked unsupervised as a Mohs surgeon	Fellowship in Mohs surgery	Application Form (in first instance and interview)
Leadership and Management Skills	<ul style="list-style-type: none"> Well-developed effective leadership and management skills – NHS Leadership Framework. Demonstrates ability, initiative, drive to contribute to the strategy, deliver and support change and improve services for patients placing care at the heart of the service Ability to lead and manage complex systems Ability to effectively plan and manage resources, people and performance 	<ul style="list-style-type: none"> Attended management training course Attended Leadership Training course Knowledge of Finance / Budgets 	Application Form (in first instance and interview) NHS Leadership Framework

	<ul style="list-style-type: none"> Ability to develop, influence, communicate and deliver the strategy working with divisions 		
Clinical Experience	<ul style="list-style-type: none"> Ability to work with multidisciplinary group. Intermediate care / interface geriatrics experience 		Application/interview Reference
Speciality/Sub speciality			Application/interview
Experience in Training, Research and Clinical Governance/audit	<ul style="list-style-type: none"> Demonstrable commitment to teach, train and assess teaching of undergraduates, post graduates and nursing staff Proven teaching experience Experience of clinical audit and enable delivery of good practice Evidence of quality and service improvement 	Clinical and educational supervisor training courses. Completed education supervisor's course Relevant research articles in peer-reviewed journals	Application/interview
Academic Achievements / Research / publications		Published works Previous experience of participation in research. Commitment to research, publication and presentations.	Application/interview Published work
Personal Qualities	<ul style="list-style-type: none"> Demonstrate leadership, team player, flexibility and organisational skills within a multidisciplinary team Ability to motivate staff, to facilitate changes in clinical practice. Committed to patient focused care, learning and CPD Excellent written and verbal communication skills, enthusiasm and approachability. Commitment to continuing professional development and clinical governance 		Application/interview
Other IT	<ul style="list-style-type: none"> Basic IT skills, i.e. able to handle e-mails and presentations 	More advanced IT skills	Application/interview

Personal circumstances	<ul style="list-style-type: none"> • Live within reasonable travelling distance of the hospital or within 10 miles of THH (negotiable) 		
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