



NHS

**Great Ormond Street
Hospital for Children**

NHS Foundation Trust

JOB DESCRIPTION & PERSON SPECIFICATION

**Job title: Paediatric Clinical Fellowship (Equivalent of ST6+) in Paediatric Gastroenterology– Fixed-Term Contract
-12 months in General and Acute Gastroenterology**

GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project



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Great Ormond Street Hospital at a glance

GOSH provides over 60 different specialist and sub-specialist paediatric health services. This was the widest range on any single site in the UK.

GOSH had more than 60 YPF members, who were involved in 89 activities.

GOSH employed an average of 5,357 full time equivalent staff in 2022/23.

GOSH had 50 YPAG members, who gave feedback and had input into 45 research projects.

By the end of 2022/23 GOSH had stopped purchasing Desflurane anaesthetic medical gas, contributing to lower emissions.

**2022
/23**

GOSH had 2,217 participants in 933 active research studies.

The GOSH Learning Academy offered over 17,000 additional learning opportunities, more than 10 times the target.

98% of inpatients and 95% of outpatients would recommend GOSH.

Volunteers contributed 10,260 hours, equating to approximately £123,000 of donated time.

GOSH had 44,994 day cases.

Great Ormond Street Hospital Culture and Values

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other.

Our Always Values are that we are:



Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title	Trust clinical Fellow (Equivalent of Specialist Trainee ST6+)
Directorate	Paediatric Gastroenterology
Band	Medical and Dental
Supervised by	Gastroenterology Educational Supervisor. Head of Service Dr Osvaldo Borelli
Type of contract	Fixed Term Contract for 6 months with the possibility of extension subject to mutual agreement and availability of funding.
Hours per week	40 basic hours plus additional 'out of hours' supplement equating to a maximum of 48 hours per week on average. **Seven Day Working Week**
Location	Great Ormond Street Hospital
Budgetary responsibility	None
Manages	None

Main purpose of the job

The post holder will be based at the Great Ormond Street Hospital for Children NHS Trust (GOSH).

This is a Trust Fellow in Paediatric Gastroenterology at ST6+ level (Paediatric experience for more than 5 years - including some previous experience in paediatric gastroenterology, as a doctor at a post-graduate level). Employment is subject to successful job appraisal and portfolio review.

This is an innovative for 12 months post providing in depth exposure to gastroenterology, in one of the largest paediatric units in the UK. We aim at the end of this post to have provided comprehensive foundational within Paediatric Gastroenterology. Following this 12 month post, we encourage our fellows to apply for at further 12 months in our advanced fellowship in either Mucosal Immunology & IBD, Nutrition and Intestinal Failure Rehabilitation, or Neuro-gastroenterology and GI Motility.

The post holder will be one of a team delivering high quality clinical care to patients with gastro-intestinal conditions. The post holder will be providing care within our specialist gastroenterology ward, and as part of our outreach service to children elsewhere within the hospital. They will also provide support to patients from our subspecialty areas (neuro-gastroenterology and motility, mucosal immunology & Intestinal failure and rehabilitation). Allocated endoscopy lists and outpatient clinic should not be expected in our foundational training year.

This role also includes out of hours working, providing you with the opportunity to experience multiple specialties within the Specialised Medicine group (Gastroenterology, Endocrinology, Metabolic Medicine, Dermatology, Rheumatology and Nephrology). Prospective candidates would be expected to be competent in managing all paediatric patients in emergency settings, as either part of a hospital at night or our weekend team.

We have an active programme of professional development – with the post-holder being allocated an educational supervisor. The successful candidate will be expected to be involved with the department education programme, undertake a department audit or quality improvement project, and will be actively supported in developing research interests and assisted with journal publications.

Key working relationships

The hospital department of Gastroenterology works closely with both the academic department of Gastroenterology and Research Centres in the Institute of Child Health. The department has an international reputation in research and in clinical service in Gastroenterology and nutrition.

Internal

- Gastroenterology nursing team
- Sisters, Head of Nursing, Lead Nurse
- General/Service Managers
- Gastroenterology Inpatient and Outpatient Administration Teams
- Pharmacy/Radiology/Dietetics and other supporting Trust services

External

- Families
- Referrers, e.g. GPs, secondary care, tertiary care, international referrals
- Community services
- Local Hospitals

Gastroenterology - the Staffing Structure

Senior Medical Staff

Consultant	Title	Special interest
Dr Osvaldo Borrelli	Head of Clinical Service (Specialty Lead) Consultant Paediatric Gastroenterologist Hon. Senior Lecturer	Neuro-Gastroenterology and Motility
Dr Rulla Al-Araji	Consultant Paediatric Gastroenterologist	Nutrition and Intestinal Failure Rehabilitation
Dr Harween Dogra	Locum Consultant Paediatric Gastroenterologist	General Gastroenterology and GI Allergy
Dr Edward Gaynor	Consultant Paediatric Gastroenterologist	IBD and GI-Allergy
Dr Susan Hill	Consultant Paediatric Gastroenterologist Hon. Senior Lecturer	Nutrition and Intestinal Failure Rehabilitation

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Dr Kelsey Jones	Consultant Paediatric Gastroenterologist	IBD and Mucosal Immunology
Dr Fevronia Kiparissi	Consultant Paediatric Gastroenterologist Hon. Senior Lecturer	IBD and Transition (Lead for Mucosal Immunology)
Dr Jutta Köglmeier	Consultant Paediatric Gastroenterologist Hon. Senior Lecturer	Nutrition, intestinal failure rehabilitation and small bowel transplant assessment, CF related GI disease and Shwachman Diamond Syndrome
Dr Keith J Lindley	Consultant Paediatric Gastroenterologist Hon. Reader	Neuro-Gastroenterology and Motility
Dr Kornilia Nikaki	Consultant Paediatric Gastroenterologist	Neuro-Gastroenterology and Motility
Dr Anna Rybak	Consultant Paediatric Gastroenterologist	Neuro-Gastroenterology and Motility
Dr Leanne Goh	Honorary Consultant Paediatric Allergist	GI-Allergy

Junior Medical Staff

5	ST6+ equivalent Clinical Fellows
3	ST6+ equivalent Specialty Fellows (for Motility, Nutrition and Mucosal teams)
3	ST3/4 doctors Trust Doctors or Deanery Trainee

Junior Medical Staff

6	ST6+ equivalent Clinical Fellows
3	ST6+ equivalent Specialty Fellows (for Motility, Nutrition and Mucosal teams)
3	ST3/4 doctors Trust Doctors

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other Staff

- 4 Paediatric Gastroenterology specialist dietitians
- 1 Clinical psychologist

Clinical Nurse Specialists

- 3 Clinical nurse specialists in nutrition
- 3 IBD and autoimmune Clinical nurse specialist
- 1 GI Allergy Clinical Nurse Specialist
- 1 Clinical Nurse Specialist – Chronic Intestinal Pseudo Obstruction
- 1 Clinical Nurse Practitioner Motility
- 1 Clinical Nurse Specialist General Gastroenterology
- 1 Sister manager in GI investigation
- Endoscopy nurse team, providing both awake and asleep procedures
- 1 Endoscopy pre admission nurse

Internal

- Medical junior doctors
- Gastroenterology Consultants
- Gastroenterology nursing team
- Sisters, Head of Nursing, Lead Nurse
- Service Managers in MDTS
- Gastroenterology Inpatient Administration Team
- Pharmacy/Radiology/other supporting Trust services

Administrative support

- 3 Full-time Medical PAs
- 1 Junior Medical PA
- 3 Service Coordinators
- 1 Patient Pathway Coordinator
- 1 Data Manager

External

- Families
- Community services
- Local Hospitals
- Referrers, e.g. GPs

Directorate/Divisional Information

Gastroenterology – General Information

The Department is committed to translating excellence in research and teaching into the provision of high quality patient focused medical and nursing care, and to further understanding of the aetiopathogenesis and therapeutics of GI disorders in children.

The Department offers a tertiary referral service to Paediatricians in North Central London and neighboring counties; and a quaternary sub-specialist referral service to gastroenterologists throughout the UK and worldwide.

There is a strong link to the adult and adolescent Gastroenterology units at the UCL through regular joint clinics and adolescent handover services.

The following subspecialty areas within Paediatric Gastroenterology have been developed by the Gastroenterology department:

1. Neurogastroenterology and motility
2. Mucosal immunology, IBD and Gastro-intestinal Allergy
3. Intestinal failure and rehabilitation

The Department has close and strong links to the Paediatric surgery and together with the dietetic and pharmacy departments in providing Nutritional Support Services for the Hospital. The strong link to the immunology and Bone Marrow Transplant units has expanded further with the aim to develop joint weekly meetings and regular joint clinics.

The clinical department is intimately associated with the academic department within the Institute of Child Health where there is an active research programme into aspects of intestinal adaptation and secretion, intestinal inflammation, pancreatic disease and enteric neuromuscular disease.

There are currently 3 NCG (national commissioned group) services running in Neuro-Gastroenterology, Intestinal Transplantation and Bone marrow transplantation for severe IBD.

The Post

The post holder will be one of a team delivering high quality care to patients. The post holder will be expected to integrate within multi-disciplinary teams and to work closely with medical, nursing and administrative colleagues.

Clinical Training and Responsibilities:

- Gain experience of principal gastrointestinal and nutritional disorders.
 - Achieve skills in co-operation with other specialists, particularly surgery.
 - Consultation and nutritional support throughout the hospital.
 - Weekly radiological, gastrointestinal pathology and clinical case presentations.
 - Daily ward round
 - Emergency clinical assessments
 - Telephone calls/ consultations
 - On call bleep holding
 - Weekly multi-disciplinary hospital TPN round
 - Daily nutrition ward round & check prescription of parenteral nutrition
 - Attend home TPN outpatient clinic and Nutritional Team Meetings
 - Attend consultant ward rounds and grand round and ensure that responsible ST6/Grid/Trust doctor has prepared for presentations with up to date problems lists, investigations flow charts and growth charts.
 - Exposure and ad hoc training upper and lower endoscopy. Please note allocated endoscopy lists are only available our advanced fellowships.
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- Obtain parental consent, supervise smooth running of list and coordinate biopsies collection and handling with endoscopy unit team.
- Undertake reviews of referral from other specialties in the hospital prior to consultant review.
- Opportunity to attend a range of special clinics in nutrition, inflammatory bowel disease, intestinal failure and motility, when rostered duties are complete. and Bone marrow transplantation for severe IBD.

Overview

The first year of your GOSH Gastroenterology Fellowship will provide a comprehensive exposure and training in general and acute gastroenterology. There is a regular teaching programme, mapped to RCPCH competencies.

Sample Timetable – General Gastroenterology Fellow (Year 1)

Day	AM	PM
Monday	Complex Patient Discussion Ward Round Admission of endoscopy patients Daycare and Infusions	Completion of Ward round jobs Portfolio and audit
Tuesday	Ward Round Admission of endoscopy patients Daycare and Infusions	Completion of Ward round jobs Nutrition or Motility Clinic 16:30 Gastroenterology Foundations Teaching Programme
Wednesday	Ward Round Admission of endoscopy patients Daycare and Infusions Endoscopy (IBD Fellow)	Completion of Ward round jobs IBD Clinic
Thursday	Ward Round Admission of endoscopy patients Daycare and Infusions Endoscopy (Motility Fellow)	12.00 Histology Meeting 14:00 Journal Clubs and Case Based Discussions 15.30 Radiology Meeting with Surgeons and Interventional Radiology Endoscopy (UK GRID Fellow)
Friday	Ward Round Admission of endoscopy patients Daycare and Infusions Ward Fellow attending General Gastro Clinic	GI Allergy Training Clinic 14:00 Gastroenterology Teaching Programme Portfolio and audit

	Endoscopy (Gastro / Motility Fellow)	
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Future Opportunities - Year 2 Advanced Gastroenterology Fellowship

- Following identification of learning needs with their educational supervisor, we encourage our fellows to interview for our second year subspecialty programme - The second year will provide sub-speciality training as a Senior Clinical fellow in Mucosal Immunology & IBD, Nutrition and Intestinal Failure Rehabilitation or Neuro-gastroenterology and GI Motility. Those who have not fulfilled their general gastroenterology competencies and not ready to progress to a senior fellowship role, may be offered a further 6-12 months with General and Acute Gastroenterology..

Out of Hours Working

- This role comprises coverage of the medical subspecialties of paediatric (Gastroenterology, Metabolic Medicine & Endocrinology) out of hours. Outside of normal working hours in Gastroenterology (Monday-Friday 0830-1730), you will be paid a supplement to your basic salary in accordance with the latest iteration of the NHS Employers Junior Doctors Terms and Conditions of Service.
- Team working, professionalism and communication skills are essential, as you will be working as part of a clinical team providing patient care across multiple specialties in Great Ormond Street Hospital. An essential element of this role will include collaborative working with prioritisation and distribution of clinical duties with colleagues.
- Your job will include out of routine hours responsibilities, both within your applied specialty and aligned specialties within the Specialised Medicine group (metabolic medicine, endocrinology, gastroenterology, renal, rheumatology and dermatology) up to an average of 48 hours/ week, not exceeding 72 hours in any one week.
- Additional emergency duties (including out of routine hour responsibilities) may arise under exceptional circumstances.
- You should discuss the specifics of your job plan prior to application.

Out of hours responsibilities: out of hours work is defined as all clinical service provision between the hours of 17:30-08:30, weekends and bank holidays

- Positions at Great Ormond Street Hospital provide you with the opportunity to experience multiple specialties within the Specialised Medicine group.
- Prospective candidates would be expected to be competent in managing all paediatric patients in emergency settings.
- Out of hours shifts comprise of

- Nights (2000-0900) - participating in the MED1/ MED2 rota covering all specialties within the Specialised Medicine group
- Weekday long days (1730-2100) - cover within own specialty
- Weekend long days (0830-2100) - participating in the MED1/ MED2 rota covering all specialties within the Specialised Medicine group
- Weekend days (0830-1730, usually only ST3+ equivalent doctors) - working closely with named consultants for each specialty providing support for ward work and external phone calls from referring hospital

Management

The post-holder will be expected to undertake core administrative duties associated with the care of his/her patients and to contribute to the smooth running of the Department. The Trust has an electronic patient record system called EPIC and is paperless.

This will include:

- Taking lead for safe admission and discharge process including championing the electronic admission and discharge process. Ensuring that discharge paperwork is completed within the set national guidelines and meets the required standards.
- Review priorities for procedures and admissions with ward manager & consultants each week.
- Maintain list of in-patients
- Prepare hand-over on a daily basis and for the weekend.
- Attending core specialty meetings and taking forward actions and cascading information as required.

Administration

- Attend and participate in the monthly departmental meeting.
 - Fully write up discharge summaries within a week of discharge in compliance with national guidelines and ensure that follow up plans are in place.
 - Dictate and sign off clinic letters within 5 working days in compliance with national guidelines.
 - Organise and present patients for histology & radiology meetings.
 - Weekly interim summaries for inpatients.
 - Organise and coordinate discharge and admission of patients.
 - Review priorities for procedures and admissions with ward manager & consultants each week.
 - Maintain list of in-patients
 - Prepare typed hand-over on a daily basis and for the weekend.
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Teaching

- We have an active program of education and professional development, with both internal and external speakers. There is a weekly journal club, and small group teaching based on the UK Gastroenterology training curriculum.
- The post holder is encouraged to teach other junior doctors and allied professionals in Paediatric Gastroenterology and Nutrition.
- The post holder is encouraged to attend and participate in Wednesday hospital grand round.
- The post holder should attend and participate in the integrated Gastroenterology and nutritional teaching programme on a Tuesday and Friday

Training

The Clinical fellow will be entitled to apply for up to 30 days study leave over a 12-month period, or pro rata depending on length of appointment. The post-holder's educational supervisor will highlight appropriate courses and conferences, as part their regular educational appraisals. The post-holder will be expected to actively use the Paediatric ePortfolio (Kaizen) and endoscopy logbook (JETS), as part of their training. This post would be suitable as a post-certification ("Post-CCT") role, to a special interest in Paediatric Gastroenterology.

Audit/Research

The Clinical Fellow will be encouraged to take part in the research and audit activities within the Gastroenterology department and research projects will be discussed with the successful candidate to further any research career.

Audit/Research

The Clinical Fellow will be encouraged to take part in the research and audit activities within the Gastroenterology department and research projects will be discussed with the successful candidate to further any research career. The post holder will be encouraged to develop research projects particularly in the very young child in collaboration with the appropriate clinician.

Rota arrangements

The postholder will be required to work Long days and weekends, as was as being part of the Hospital@Night Rota. Providing front-line medical cover in the hospital (excluding patients on the intensive care units), alongside site practitioners (usually intensive care trained paediatric nurses) and two other middle grade doctors. Covering a number of Paediatric specialties whilst working in the evening/weekends and nights but will be based in Gastroenterology during the day.

Annual leave and study leave are not fixed in the rota and are covered prospectively. To facilitate equity of access to leave for all gastroenterology doctors, the post holder may be asked to provide cross-cover for colleagues, to assist the care of inpatient gastroenterology patients. Our junior doctors work follows an "one team" approach for the care of all

patients under our service. All leave should be taken during the weeks of day-time work making sure cross cover from the other Gastroenterology trainees are provided.

Library Facilities

The main library for hospital staff is located with the Institute of Child Health and provides good accommodation for quiet undisturbed study. The full range of paediatric journals is available, and access is available 18 hours per day including weekends.

Appraisal

There is a system of appraisal organized by the educational supervisor in conjunction with the Postgraduate Medical Education Office. Within one week of taking up the post, an appraisal meeting will be held and the educational supervisor will agree a training plan and objectives. Following on from this an interim appraisal will take place at six months and then a final appraisal with review of the training prior to the end of the post.

The department has a comprehensive system of professional development, with a local faculty group meeting every 2 months, to provide a formal system of feedback to all fellows in the department.

Additional Information

- This is a non-resident post. Additional emergency duties may arise under exceptional circumstances
 - Medical and surgical notes must not be removed from the hospital premises.
 - Registrars must not absent themselves from their duties without consulting the Consultants for whom they work. Applications for leave should be made in writing to Personnel on the appropriate forms.
 - Testimonials should not be given to any employee of the hospital.
 - Consent should be obtained from the Consultants concerned before making use of any material for publications in a scientific paper.
 - The post holder should be prepared to perform duties in occasional emergencies and unforeseen circumstances. Commitments arising in such circumstances are, however, exceptional and the post holder will not be required to undertake work of this kind for prolonged periods or on a regular basis. All efforts will be made to ensure that work of this kind does not result in continuous hours of duty which exceed the New Deal continuous hours of duty limits.
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This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.

Other information

Great Ormond Street Hospital for Children NHS Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfil the requirements of the organisation's Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust's Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

PERSON SPECIFICATION

This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> Always welcoming Always helpful Always expert Always one team 	E	D	I/A
<ol style="list-style-type: none"> Experience of working as part of a diverse team. Experience of contributing to an inclusive workplace culture. Knowledge and understanding of diverse backgrounds and perspectives. Understanding of Diversity and Inclusion challenges in the workplace. Demonstrable contribution to advancing Equality, Diversity and Inclusion in the Workplace 	E		I/A
Academic/Professional qualification/Training			
Primary medical qualification - MBBS or equivalent	E		I/A
Full GMC registration with Licence to Practice or IELTS Certificate with an overall score of 7.5 or Occupational English Test (medicine version) with a minimum score of 'B' in each domain.	E		I/A
Paediatric Experience (including gastroenterology) for more than 5 years, at post-graduate level (doctor), including training in paediatric resuscitation (APLS or equivalent)	E		I/A
Paediatric Experience in gastroenterology for more than 1 year, at post-graduate level (doctor)	E		I/A
MRCP, MRCPCH or equivalent		D	I/A
Experience of diagnostic endoscopy		D	I/A
Higher degree – MSc, MPhil related discipline		D	I/A

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Experience/Knowledge			
Experience in paediatric Gastroenterology	E		I/A
Experience of audit activities	E		I/A
Understanding of principles of clinical governance	E		I/A
Broad knowledge of paediatric medicine	E		I/A
Be confident in the management of paediatric emergency, for a range of medical specialities,	E		I/A
Commitment to carry out high quality research, leading to publications.	E		I/A
Understanding and proven ability to apply research findings in a clinical/organisational context	E		
Experience of teaching and presenting	E		I/A
Published research in peer reviewed journals		D	I/A
Skills/Abilities			
Excellent written and oral communication skills	E		I/A
Ability to organise and prioritise own workload	E		I/A
Ability to work under pressure in a multi-disciplinary environment	E		I/A
Ability to prioritise clinical needs	E		I/A
Able to establish and maintain working relations with patients, carers and work as part of a multi-disciplinary team of colleagues	E		I/A
Flexible/Adaptable	E		I/A
Drive and enthusiasm	E		I/A
Ability to take initiative when required		D	I/A
Ability to teach nursing and medical staff		D	I/A

Criteria Key:Essential: **E**Desirable: **D****Review Method:**Application form: **A**Interview: **I**Test: **T**