

## JOB DESCRIPTION

### 1. JOB DETAILS

**Job Title:**

**Clinical Role:** Consultant (in relevant speciality)

**Educational Role:** Honorary Senior Clinical Lecturer, the Pears Cumbria School of Medicine

**Operationally Reports To:** Clinical Director for relevant speciality

**Professionally Accountable To:**

**Clinical Role:** Clinical Director for relevant speciality

**Educational Role:** Head of Medical Sciences and Head of Clinical Skills, Professional Practice and Placements, Pears Cumbria School of Medicine.

**Location for Base:**

**Clinical Role:** To be discussed

**Educational Role:** Pears Cumbria School of Medicine, Carlisle

**Tenure Period:** 3 years (with a satisfactory annual review)

An example Job Plan can be found in Appendix 1

**Visiting arrangements:**

We strongly encourage interested applicants to visit the Trust and the Pears Cumbria School of Medicine and meet prospective colleagues, and to view the area and all of its attractions.

Arrangements for visiting may be made by contacting:

Louise Rossall  
Head of Corporate Medical Services  
Telephone 01228 814010  
Email: [louise.rossall@ncic.nhs.uk](mailto:louise.rossall@ncic.nhs.uk)

Additional information can be found on the Trust's website at [Home :: North Cumbria Integrated Care \(ncic.nhs.uk\)](http://ncic.nhs.uk)

## 2. JOB SUMMARY

This is a joint post between North Cumbria Integrated Care and the Pears Cumbria School of Medicine.

A percentage of the role will be delivering Honorary Senior Clinical Lecturer activity for the Pears Cumbria School of Medicine, a collaboration between Imperial College London and the University of Cumbria. You will be working as one of the subject leads for General Medicine or General Surgery, developing and delivering the curriculum, from the anatomy and pathophysiology to the design of suitable clinical placements across the Cumbria region.

The other part to the post will be as a practising clinician, embedded in the relevant clinical service within the Trust. Consultant job descriptions are available for each service, and are available for your speciality on request, including details of the service, staffing establishments and an example clinical job plan.

All staff are expected to work to the Trust Values:



**Kindness** – Kindness and compassion cost nothing, yet accomplish a great deal.



**Respect** - We are respectful to everyone and are open, honest and fair – respect behaviours.



**Ambition** – We set goals to achieve the best for our patients, teams, organisations and our partners.

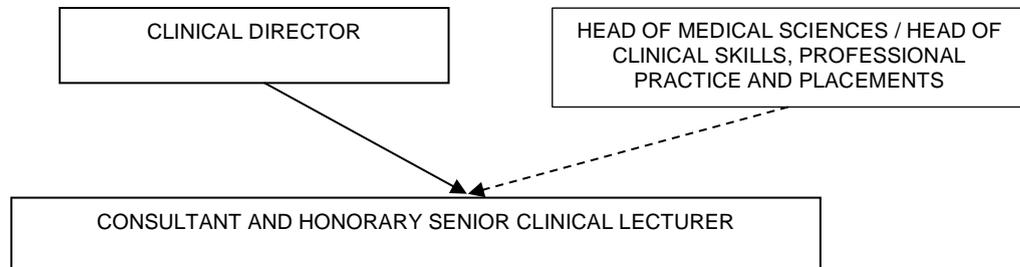


**Collaboration** – We are stronger and better working together with and for our patients.

## 3. ROLE OF DEPARTMENT

The Pears Cumbria School of Medicine (PCSM) is a new venture between the University of Cumbria and Imperial College London. Our aim is to produce doctors committed to delivering cutting-edge healthcare approaches and serve the needs of the Cumbria community. PCSM will be based at the University of Cumbria's Carlisle campus and will open in September 2025. Our vision is to be collaborative, inclusive and research-informed. We aim to produce skilled clinicians who are adaptable and focused on the delivery of safe and sustainable, high-quality and person-centred care to improve health outcomes for the people of Cumbria. The PCSM graduate-entry MBBS programme will equip students with generalist skills and the ability to adapt and apply knowledge to different environments, circumstances and challenges.

#### 4. ORGANISATIONAL CHART



#### 5. KEY WORKING RELATIONSHIPS

The post holder will be required to develop, maintain and manage effective relationships with a range of stakeholders internally and externally, across all disciplines and including patients, carers and the media. The post holder will need to be highly visible.

##### Key relationships / stakeholders

- Medical Director Office
- Medical Education colleagues
- Collaborative leadership teams
- Clinical service teams
- Executive Team
- All managerial and professional staff within the organisation
- Regulators
- External agencies
- Head of the Pears Cumbria School of Medicine
- PCSM academic team, especially the Head of Medical Sciences, the Head of Clinical Skills, Professional Practice and Placements, and the Head of Curriculum Development and Evaluation
- PCSM Head of Operations and PCSM office.

#### 6. DUTIES AND RESPONSIBILITIES OF THE POST

##### Pears Cumbria School of Medicine (PCSM)

- Act as (joint) Subject Lead for General Medicine or General Surgery, working closely with relevant academic leads and clinical colleagues in associated trusts to formulate and implement a plan for the delivery of the subject teaching within Medical Sciences module, and the delivery of related placements within the Clinical Skills and Professional Practice module, including learning outcomes, timetabling and resource requirements.
- Use subject matter expertise and educational experience to create and curate high quality teaching materials across a range of teaching and learning modalities, which reflect the conditions and presentations that students will need to recognise for the Medical Licensing Assessment and are authentic to the students' parallel clinical experiences.
- Work closely with other teaching leads and development teams to ensure close integration of medical science, anatomy, and clinical skills and reasoning teaching within the subject.
- Develop formative and summative assessments based on the learning materials generated that are aligned to, and reflective of, the questions students will encounter in the relevant aspects of Medical Licencing Assessment Applied Knowledge Test and the Clinical and Professional Skills

#### Assessment.

- Participate in marking and quality assurance activity related to assessment.
- Work collaboratively with module leads and other subject leads to ensure that students are prepared for placements.
- Once the programme is underway, continuously monitor, evaluate and improve the quality of content and delivery.
- Where placements are provided at more than one site, work with local education providers to ensure activity is well calibrated to provide as uniform/equitable an experience as possible.
- Contribute as requested to the wider delivery of medical school activities, for example through participation in admissions, tutoring, and assessment and feedback.
- Actively participate in PCSM committees and fora, as required.
- Review and respond to feedback from all sources, such as student surveys, staff-student committees and external examiners.
- Engage in ongoing educational professional development.

#### **Delivery of Quality: Clinical Standards, Safety, Effectiveness and Patient Experience**

- Contribute to ensuring the quality of patient care provided by the department is appropriate and of a high standard and pursuant of excellence.
- Ensure that the basic medical standards set out by the Medical Director within the Trust are met at all times for all patients which includes daily consultant review of patients, appropriate access to supervision for doctors in training and systems for quality clinical handover.
- Influence and contribute to the overall clinical strategy of the Trust.
- Work in partnership with clinicians and key stakeholders across systems and networks in ways which improve outcomes within the Trust and improve services more widely across the region.
- Promote patient involvement in service design and improvement.

#### **Leadership, Enabling Culture & Professional Behaviours**

- Role model leadership to promote a fair and just culture responsive to the needs of the diversity of our patients, visitors and workforce fully in line with expectations of the GMC and the Trust's behaviours and values.
- Be intolerant of unprofessional behaviour and actively promote the NCIC way.
- Provide an enabling culture, fostering quality, innovation and transformation and linking them with procedural discipline to robust systems and processes to facilitate learning and continuous improvement and data driven decisions.
- Foster a culture respects diversity and individuals and their contributions that encourages innovation and creating thinking and that develops individuals to achieve their full potential.
- Ensure that systems are in place to oversee, monitor, approve, and record all absence within the department in line with systems in place within the Trust and minimise its impact on service delivery and supervision of junior staff.
- Work with all colleagues to promote and maintain a healthy, safe and satisfying working environment for all staff.
- Contribute to Health and Safety, ensuring statutory requirements for patients, visitors, employees and contractors and the wider public are met in partnership with departmental managers and nursing colleagues.

#### **Medical Education**

- Ensure an enabling environment, conducive to high quality teaching and education and the Trusts commitments to the General Medical Council, NHS England, partner universities and the Learning and Development Agreement.
- Support with ensuring the department has appropriately trained and recruited medics in key roles such as college tutor, departmental faculty leads, clinical and educational supervisors, that are valued and job planned.
- Contribute to ensuring the departmental governance arrangements integrate educational governance to ensure a positive experience for doctors in training.
- Actively engage with and support departmental quality improvement plans in relation to medical education.

### **Research and Development**

- Encourage and engage with quality clinical research and development in partnership with the Trusts Research and Development Department and that all primary research in the department is registered and approved.
- Contribute to capacity building for research and development for clinical staff and promote the development of the clinical academic workforce.

### **Resource Management**

- In collaboration with the Triumvirate, support the Collaborative to take responsibility for their pay budgets; regular review of establishments and skill mix ensuring appropriate safe staffing levels are maintained and secured in line with service developments for patients.
- Lead effective and efficient ways of working to maximise the use of resources.
- Ensure that services are delivered within allocated budgets, identifying evidence to support safe and effective service delivery and contribute to the delivery of Trust(s) sustainable, financial plans.
- Prepare and contribute to regional and national bids to secure funding where appropriate to the development of services.

## **7. WORK SETTING AND REVIEW**

Work independently to tasks / duties / objectives / targets as set by the Clinical Director, who will review performance and undertake appraisal.

Work independently to tasks / duties / objectives / targets set by the PCSM Head of Medical Sciences and the Head of Clinical Skills, Professional Practice and Placements, who will feed back on performance and contribute to appraisal.

## **8. INDIVIDUAL RESPONSIBILITIES**

The post holder is expected to:

- adhere to Trust and PCSM policies and procedures and relevant legislation including the requirements of the any professional bodies
- attend mandatory training as identified by the Trust and the PCSM
- adhere to Trust infection prevention policies, procedures, audits in line with the Health Act 2006, to actively reduce Health Care Associated Infections

## **9. CONFIDENTIALITY**

The post holder must maintain the confidentiality of information about patients' staff and Trust business in accordance with the General Data Protection Regulations (GDPR), Data Protection Act 2018 and Caldicott principles.

## **10. HEALTH AND SAFETY**

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

## **11. RISK MANAGEMENT**

All staff have a responsibility to report all clinical and non-clinical accidents, incidents or near-misses promptly and when requested to co-operate with any investigations undertaken.

## **12. EQUALITY AND DIVERSITY**

All employees of the Trust have responsibility to:

- Act in ways that support equality and value diversity.
- Treat everyone with whom they come into contact with dignity and respect.
- Act in ways that are in accordance with Trust's Single Equality Scheme, Equality and Diversity policy, and Dignity in the Workplace policy.

## **13. SAFEGUARDING**

All employees have a duty for safeguarding and promoting the welfare of children and adults at risk. Staff must be familiar with the Trust's Safeguarding Policy and the process for raising concerns about the welfare of anyone with whom they have contact. Staff must also ensure they receive the appropriate level of safeguarding children and adult training depending on their role in the Trust.

Staff are expected to access supervision and support from their line managers and/or the locality based safeguarding team when managing complex cases where applicable to their role.

## **14. INFORMATION GOVERNANCE**

The post holder must keep up to date with the requirements of information governance; undertake mandatory training and follow Trust policies and procedures to ensure that trust information is dealt with legally, securely, efficiently and effectively.

It is important that the post holder processes personal identifiable information only in accordance with the Trust Data Protection Act notification to the Information Commissioner. The post holder must check with the Data Protection Officer before creating new systems to process person identifiable information to ensure that this is carried out within the scope of the Data Protection Act 2018 notification.

The post holder must manage the records they create or hold during the course of their employment with the Trust in an appropriate way, making the records available for sharing in a controlled manner subject to statutory requirements and agreed security and confidentiality policies, procedures and guidelines e.g. Data Protection Act 2018, Freedom of Information Act 2000, General Data Protection Regulations, Caldicott Guidelines NHS Confidentiality Code of Conduct 2003, and professional codes of conduct on confidentiality.

The post holder must maintain the confidentiality of information about service user staff and organisational business in accordance with the new Data Protection Act 2018 and Caldicott principles.

It is likely that the post holder will be in contact at some time with a form of information system, and therefore is responsible for implementing and maintaining data quality. The post holder, when making entries into records, must ensure that these are legible and attributable and that the record keeping is contemporaneous. It is essential that information recorded within records either on paper, in an electronic format or both paper and electronic is accurate, complete and relevant.

Appendix 1

EXAMPLE JOB PLAN

	Mon	Tue	Wed	Thur	Fri
9-1	Clinic (DCC)	Clinic (DCC)	PCSM curriculum devt/delivery	Clinic (DCC)	SPA reval
1-5	Clinic (DCC)	Directed SPA PCSM Activity	PCSM curriculum devt/delivery	Directed SPA PCSM Activity (2hr) SPA Education (2hrs)	Clinical Admin (DCC)

## Appendix 2

### PERSON SPECIFICATION

**POST TITLE:** Consultant and Honorary Senior Clinical Lecturer, the Pears Cumbria School of Medicine

FACTORS	ESSENTIAL	DESIRABLE
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>○ MBBS, MBChB or equivalent</li> <li>○ Full GMC registration</li> <li>○ On the Specialist Register</li> </ul>	<ul style="list-style-type: none"> <li>○ Member or Fellow of Royal College</li> <li>○ Postgraduate qualification in education</li> <li>○ Membership or Fellowship with a national or international educational body</li> </ul>
<b>Work Experience, knowledge and aptitudes</b>	<ul style="list-style-type: none"> <li>○ Significant experience of working as a Consultant within General Surgery / General or Acute Medicine</li> <li>○ Experience in medical education, in teaching and curriculum design</li> <li>○ Experience of teaching and learning methodologies in undergraduate and postgraduate education</li> </ul>	<ul style="list-style-type: none"> <li>○ Previous academic / Trust based medical education appointment</li> <li>○ Knowledge of the national and regional medical education landscape</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>○ Good communication skills with a proven track record of engagement</li> <li>○ Experienced Doctor with a wide range of skills and decision making abilities</li> <li>○ Teaching abilities to engage a wide range of audiences</li> <li>○ Presentation skills</li> <li>○ Ability to lead and motivate others, strong influencing and negotiation skills</li> <li>○ Able to assess priorities and make decisions</li> <li>○ Achieving results: Experience of successfully working to deadlines and completing tasks</li> <li>○ Evidence of ability to work in a team and to organise and manage work effectively</li> </ul>	

<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>○ Enthusiasm</li> <li>○ Confident and articulate</li> <li>○ Interest and enthusiasm for improving delivery of medical education</li> <li>○ Demonstrates and role models Trust values and behaviours</li> <li>○ Leadership skills</li> <li>○ Ability to work as part of a team at senior level</li> <li>○ Ability to remain calm under pressure and work to clear deadlines</li> <li>○ Self-motivated, energetic and flexible, with well-developed interpersonal skills</li> <li>○ Commitment to promoting equality and valuing diversity</li> <li>○ Commitment to continuous personal and professional development</li> </ul>	
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