

# Be part of Our Future

Consultant Application Pack

## **Contents**

		<b>PAGE number</b>
SECTION 1	About us	3
SECTION 2	About University of Leicester	6
SECTION 3	Leicester, Leicestershire and Rutland	8
SECTION 4	Job Description (Including example Job Plan)	9
SECTION 5	Person Specification	14
SECTION 6	Employment Checks	16
SECTION 7	Recruitment Services Contact Information	18

## **SECTION 1: About Us**

The University Hospitals of Leicester NHS Trust (UHL) provides services for 1.1 million people in Leicester, Leicestershire and Rutland, and a further 2 million nationally through our specialist cardiac and renal services. The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland.

Our three acute sites are the Leicester Royal Infirmary, the Leicester General Hospital and the Glenfield Hospital. As an integrated Trust, we provide services in seven community hospitals as well as in people's homes and virtually. We are a renowned biomedical research facility with an established international reputation for research excellence in cardiovascular, respiratory, diabetes, renal and cancer medicine. Together with University of Leicester, Loughborough University and De Montfort University – and as one of the country's largest teaching hospitals – we provide world-class training for tomorrow's health and care professionals.

As an organization with a long history and a £1.5bn annual turnover, we also play a role as a community anchor organisation. More than 18,000 people representing over 70 different nationalities work at UHL and we are proud of the diversity of our workforce. As one of the largest employers in the region, we use our economic influence to improve the health and wellbeing of our community, by purchasing local goods and services and being a good civic partner.

We are committed to working in partnership with health and social care, local authority and charitable sectors to make a difference at scale. UHL's 2023 – 2024 strategy, published in October 2023, sets out a clear vision to be leading in healthcare and trusted in communities.

## Our strategic framework

Vision: Leading in healthcare, trusted in communities

### Four goal areas

#### High-quality care for all

We will deliver timely, safe and personalised care for everyone who needs it

#### A great place to work

We will support our diverse workforce and create learning environments that promote high-quality care

#### Partnerships for impact

We will make a difference at scale and strengthen community relationships

#### Research and education excellence

We will grow as an international centre of excellence for research, education and innovation

### Our UHL values

#### Compassionate

We care for patients and treat each other with kindness, dignity, and respect

#### Proud

We are proud of what we do, are responsible for our actions, and continuously improve to be the best we can be

#### Inclusive

We promote fairness and equity, celebrate diversity, and challenge discrimination wherever we find it

#### One Team

We work together and collaborate to make a difference for patients, partners and communities

Embedding health equality and inclusion in all we do

### Enablers of success

Continuous improvement approach

Digital, data and technology

Financial sustainability

Becoming a Green Trust

Working with people and communities

## Welcome from Our Chief Executive

### Mr Richard Mitchell

“Thank you for your interest in joining University Hospitals of Leicester NHS Trust (UHL). We are proud of the progress we are making and we are excited about our future as an integrated provider of health and care.

At UHL, we are working to achieve four goals; high quality care for all, a great place to work, partnerships for impact and research and education excellence. We have a turnover of £1.5bn and over 18,000 colleagues and we provide care in three main acute sites, seven community hospitals and in patients’ homes.



UHL and University Hospitals of Northamptonshire (UHN) have formed a collaboration with me as the Joint Chief Executive. The three neighbouring trusts provide home, community, hospital and virtual care to a population of over two million people in the East Midlands. The Trusts have many shared services, jointly employed clinicians and deliver world leading research through the Leicester National Institute of Health and Care Research (NIHR) Biomedical Research Centre.

We will work more closely to strengthen clinical and support services and will improved efficiency, productivity and quality. We will collaborative with NHS and Local Authority partners to improve health and wellbeing of patients and create better employment opportunities across the region.

I am proud to work in Leicester, Kettering and Northampton, we have a truly diverse workforce and I look forward to working with you too.”

A handwritten signature in black ink that reads "Richard".

Richard Mitchell  
Chief Executive Officer  
[Richard.Mitchell@uhl-tr.nhs.uk](mailto:Richard.Mitchell@uhl-tr.nhs.uk)  
07795 211 370

## SECTION 2: About the University of Leicester

The University of Leicester is the major academic partner of the University Hospitals of Leicester NHS Trust. This partnership is hosted within the University by the College of Life Sciences and enables the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, locally within Leicester, Leicestershire and Rutland and in the wider world. Contributions made by consultant colleagues to this broad academic mission are recognised by the University through the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.



The high calibre of our academic endeavour was recognised in the latest Research Excellence Framework (REF2021) which ranked the University of Leicester 2<sup>nd</sup> for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). Leicester was also ranked 18<sup>th</sup> (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5<sup>th</sup> in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle)

The College hosts two Research Institutes: [Leicester Institute of Structural and Chemical Biology, Led by Prof John Schwabe](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> led by Professor Chris Brightling; and nine Research Centres:

- Centre for Cancer Research,
- Centre for Diabetes Research,
- Centre for Microbial and Infectious Disease,
- Centre for Environmental Health and Sustainability,
- Centre for Phage Research,
- Centre for Lifespan Health and Wellbeing,
- Centre for Fibrosis Research,
- Centre for Sarcopenia and Muscle Research, and
- Centre for Population Health.

Our newly expanded NIHR Biomedical Research Centre (BRC) recently received a 2.5-fold increase in funding, and now brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health

The University's Mission is to 'change lives through education and research' and to work in partnership with our communities to become truly inclusive.

Our values are:

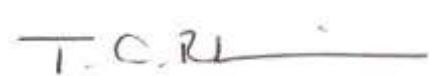
- **Inclusive**, diverse in our makeup and united in ambition;
- **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions;
- **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

Our strategy consists of three themes:

- World-Changing Research
- Research-Inspired Education
- Our Citizens

Our educational ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned. A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2023, following a major philanthropic donation to the university. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

I look forward to welcoming you to Leicester and to you joining both UHL and the University in our joint endeavour to improve the health outcomes and quality of life of our local population through research and education with world-wide impact.



Professor T G Robinson BMedSci MD FRCP FESO  
Pro Vice-Chancellor, Head of the College of Life Sciences and Dean of Medicine  
tgr2@leicester.ac.uk

## **SECTION 3: Leicester, Leicestershire and Rutland**

### **A GREAT PLACE TO LIVE AND WORK**

The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland, including Rutland Water

Leicester is the largest city in the East Midlands and the fastest growing. With a proud history of migration, it is famously the first 'plural' city in the country, with no single ethnic majority. The 2021 census identifies 94 languages spoken here, making Leicester one of the most linguistically diverse places in the UK

The city is home to the largest Diwali celebration outside India each Autumn, and across the rest of the year Leicester celebrates Vaisakhi, Eid, Hanukkah and Chinese New Year. It also hosts the third largest Caribbean Carnival in the country

Leicester has seen the development of the Space Park and Waterside area of the city in recent years, with a view to nurturing specialist industry skills and the retention of knowledge from graduates of the city's two universities. In the wider county, life sciences and logistics are industry growth areas, creating jobs and attracting more people to settle in Leicestershire.

Leicester has been one of the most successful sporting cities in the UK in the last decade with Leicester City Football Club, Leicester Tigers rugby union club and Leicester Riders basketball team all winning their respective leagues

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National Forests, Bradgate Park, Beacon Hill and Swithland Wood. The strong transport infrastructure means you are never far from other destinations in the UK or overseas. Find out more at Visit Leicester and Discover Rutland

**<https://www.visitleicester.info/>**

**<https://www.discover-rutland.co.uk/>**



## **SECTION 4: Job Description**

### **Department of Vascular Surgery in RRCV Clinical Management Group**

#### **THE VASCULAR SURGERY SERVICE**

The Leicester vascular unit provides a tertiary vascular service to the population of Leicester, Leicestershire and Rutland (approximately 1.2 million population). The successful applicant will join 9 other surgeons to make a team of 10 (8.4 WTE). The unit undertakes all types of major vascular and endovascular procedures, including CERAB, FEVAR, TEVAR, SAFARI, and achieves excellent outcomes. There are day case endovenous list undertaken in regional community hospitals which the successful candidate will be expected to contribute to.

The service is currently supported by 2 Secretaries, 2 Waiting list clerk, data coordinators and 1 Team Leader (who oversees the in-patient and out-patient waiting lists). The successful applicant will have a nominated secretary. All elective referrals are shared between all consultants based on clinic availability and sub-specialist area of practice e.g. paediatrics, vascular malformations, aortic dissections.

The consultant vascular surgeon rota will be 1 in 10, shared equally between all consultants. Currently the on-call commitment is 24 hours (8am to 8am) weekdays and 72 hours at the weekend (start at 8am on Friday and end at 8am on Monday). The on-call consultant is freed from all elective commitments when on-call. A separate vascular surgeon to that on-call covers the emergency operating list weekdays 8am to 4pm: This cover is split equally on a rotational basis between the consultant body according to job plan allocation.

The service is supported by a well equipped and staffed Vascular Studies Unit consisting of 5 WTE experienced Vascular Technologists. They provide a full range of duplex services including one-stop scanning service for out-patients.

The service is well supported by a 24/7 interventional vascular radiology rota, covered by 7 WTE Interventional Vascular Radiologists. There is a close working relationship between the surgical and radiology teams with potential opportunities for the successful candidate to undertake peripheral endovascular lists in the angiosuite if suitably accredited. Complex EVAR procedures are undertaken jointly in the hybrid operating theatre. We have access to the hybrid operating 24 hours a day for emergencies and have the theatre for elective cases on Tuesday, Wednesday and Thursday of each week.

Junior Doctor staffing is as follows:

4 Foundation Year 1 Doctors  
2 Core trainees

8 Middle Grades (3 ST's, 1 Clinical Lecturer, 1 Research Fellow and 3 Clinical Fellows)

At GGH the middle grade doctors are on a dedicated vascular rota separate from general surgery.

### **KEY WORKING RELATIONSHIPS**

The new appointee will work alongside the consultant vascular surgeons to ensure a comprehensive and co-ordinated vascular Service. They will also be expected to help in establishing stronger links with our DGH partner hospitals, and this may entail travel to these to act as proctor for endovascular procedures.

The Consultant will be appraised in their clinical role and advice and support for career progression will be available by the Clinical Director/Head of Service and Lead Clinicians.

### **Job Information**

Job Title;	Consultant in Vascular and Endovascular Surgery (10 PAs)
Location;	University Hospitals Leicester
Managerially Accountable to;	CMG Clinical Director Mr Rob Davies and Head of Service Mr Tryfon Vainas
Professional Accountable to;	Medical Director

### **Medical Staff**

There are currently 11 vascular consultants:

Prof Matt Bown  
Mr Nikesh Dattani  
Mr Rob Davies (Clinical Director RRCV CMG)  
Mr Mark Kay  
Mr Mark McCarthy (Deputy Medical Director)  
Mr Greg McMahon  
Mr Harj Rayt  
Mr Thanos Saratzis  
Prof Rob Sayers  
Mr Badri Vijaynagar  
Mr Tryfon Vainas (Head of Vascular Service)

### **DEPARTMENTAL RESEARCH**

Professor MJ Bown (BHF Professor of Vascular Surgery)  
Professor RD Sayers (George Davies Professor of Vascular Surgery)

Associate Professor A Saratzis

We have a strong track record of research excellence having contributed to all the landmark clinical trials in Vascular Surgery over the last 3 decades. The academic vascular surgeons are based in the University of Leicester Department of Cardiovascular Sciences and have access to all of the facilities of the £12.5M British Heart Foundation Cardiovascular Research Centre and the NIHR Leicester Biomedical Research Centre. The current research themes within the unit are based around clinical studies of abdominal aortic aneurysm and peripheral arterial disease. The Unit currently holds independent grant funding in excess of £3M and has collaborations across the UK, Europe, North America and Australasia. Other academic staff include a Clinical Lecturer, five research fellows, three post-doctoral research associates and a large group of research support staff.

### **Research & the University Department of Cardiovascular Sciences**

#### **Head: Professor G A Ng**

Our mission is to undertake bench-to-bedside research, education and training, and clinical practice that improves the health and well-being of patients and the public.

Cardiovascular research has been a major strength of the Leicester Medical School since its inception. In the 2021 Research Exercise Framework, Cardiovascular Sciences contributed to over half of the University's Clinical Medicine (UoA1) submission, with our ranking rising to 2<sup>nd</sup> place in the sector. 95% of research was classified as internationally excellent (62% world-leading), and all impact studies (three of which were cardiovascular) were considered internationally excellent (75% world-leading). The strategy for cardiovascular research is based on two main principles: (i) to integrate high quality basic and clinical science research and (ii) to focus on common cardiovascular diseases and focus on questions of direct clinical relevance and impact.

Cardiovascular research in the University is centred in the Department of Cardiovascular Sciences, one of six departments within the College of Life Sciences. The Department has over 130 staff and students with over 20 principal investigators. The Department hosts two British Heart Foundation-funded Chairs (Cardiology: formerly held by Professor Sir Nilesh Samani; Cardiac Surgery: Professor Gavin Murphy), an NIHR Professor in Cardiac Imaging (Professor Gerry McCann) and is part of the (NIHR) Biomedical Research Centre (BRC). There are strong links with the University Hospitals of Leicester NHS Trust, where senior clinical academics provide leadership in patient care, as well as undergraduate and postgraduate medical teaching and training.

The Department has laboratory and clinical research facilities at Glenfield Hospital, the regional cardiac centre, including the £12.5M state-of-the-art University of Leicester British Heart Foundation Cardiovascular Research Centre, as well as research facilities at the Robert Kilpatrick Clinical Sciences Building and the Henry Wellcome Building on the main campus. These provide an environment in which research can be translated 'from bench to bedside', and gives opportunities for

collaborative working between laboratory, translational and clinical scientists. Research maps to the following key themes:

- Cardiovascular Precision and Stratified Medicine: Biomarkers, Genomics and Imaging
- Device and Drug Discovery, Intervention and Clinical Trials (D3ICT)

The Department has recently been awarded a British Heart Foundation Research Accelerator Award as well as British Heart Foundation 4 year PhD studentship Programme funding.

### **Appointment**

The appointment will be whole time. Any Consultant who is unable for personal reasons, to work whole time, will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

### **Base**

Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

### **Key Tasks**

- Maintenance of the highest clinical standards in the management of patients.
- To share with colleagues responsibility for the day-to-day management of patients.
- To promote new ways of working and co-ordinating care for patients in the community and to ensure that services are based on effective and integrated partnerships across the health community.
- Take part in multidisciplinary case conferences.
- Supervise and train junior medical staff
- To be involved in appraising and assessing juniors.
- Teaching, research and administration.
- To proactively develop the service.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.

### **Duties and Responsibilities of the post**

The overriding purpose is to support the provision of highest quality patient care through personal actions and continuous improvement.

- Responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department;
- Cover for colleagues' annual leave and other authorised absences;

- To participate in service development and business planning in collaboration with the other Consultants in the department, the CMG and local GPs and commissioners within the local CCGs;
- Professional supervision and management of junior medical staff including the observance of local employment and human resource policies and procedures;
- Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally;
- Participating in medical audit, the Trust's Clinical Governance processes and in CPD – CPD is provided in job plans and attendance at audit and other governance meetings is mandatory; Managerial, including budgetary responsibilities where appropriate and compliance with standing orders and standing financial instructions of the Trust.;
- In line with GMC Good Medical Practice it is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- The post-holder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints.
- The post-holder is expected to participate in teaching and training of junior staff and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty. If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.
- The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose.
- The post-holder will be expected to undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.
- The post-holder will be required to maintain their continuing professional development (CPD) to be able to successfully revalidate. As per the Trust requirement the successful candidate will be required to have annual appraisal and attend / keep fully up to date with statutory and mandatory training as stipulated.

### **Job Plan**

The job plan will be subject to annual review, with any revisions sought by mutual agreement but it is expected that the successful candidate will work with the CMG management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.

### **Direct Clinical Care (DCC)**

	Clinical
Regular Outpatient sessions / DCC	2.0

Elective/Emergency Theatre sessions	1.5
Ward round / On-call/LRI day time cover (Weekdays 1 in 9)	2.5
MDT (AAA, Angio)	0.5
Clinical Admin	1.0
<b>TOTAL</b>	<b>7.5</b>

### **Programmed Activities**

There is an on-call rota of 1:5 with Emergency work currently assessed as averaging half a programmed activity per week.

### **Supporting Professional Activity (SPA)**

It is expected that most Consultants within the Trust will have 2.5 PA's for Supporting Professional Activities (SPA).

1.5 PA's are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training.

Up to a further 1 PA will be available for SPA by mutual agreement as part of the job planning process for further appropriate verifiable SPA. Where a consultant decides not to undertake additional SPA over and above 1.5 PA's, suitable alternative clinical work will be offered to bring the job plan up to 10 PA's.

### **Mentorship**

There is a mentorship scheme for all new consultant staff, this is designed to help and assist new appointees to settle into working at UHL as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.

The Trust also has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Appropriate secretarial and office accommodation will be available. The University Hospitals of Leicester NHS Trust are committed to support continued professional development with paid study leave within a budget. Each Consultant is provided with a personal computer with access to the internet and NHSNet connection.

The post holder will have the opportunity to apply to become a clinical teacher. In addition to the standard 1.5SPAs the clinical teacher role is supported by 0.5 SPA to support two hours of undergraduate teaching time per week. This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

### **Any Other Duties**

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will

be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

### **Education: Teaching and Training**

All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a Consultant in UHL.

Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work. Similarly, Consultants will normally be involved in clinical supervision of postgraduate trainees working within UHL.

Medical students based at the University of Leicester follow a standard 5 year programme with years 1 and 2 (phase 1) predominantly based in the University but including both a Healthcare assistant training programme, and a programme developing their consultation and examination skills; and three years on clinical placement in phase 2. The teaching of undergraduate students in UHL reflects the Divisional structure of the Trust. Undergraduate medical students are taught by UHL throughout the medical course from years 1 to 5. Both ward- and outpatient-based clinical teaching, as well as tutorial and lecture style teaching is undertaken in addition to individual supervision of clinical students (years 3-5) attached to them,

Some Consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised and appraised. Such additional teaching and training activity will be recognised within their SPA allowance.

Those undertaking specifically agreed additional undergraduate teaching duties recognised as part of the SPA allowance (up to 0.5SPAs) within their job plan may be recognised as Clinical Teachers.

This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

### **Principal Elements:**

- To support and oversee the placement of students in the department and act as a clinical teacher
- To facilitate delivery of undergraduate teaching as directed by the departmental undergraduate education lead

Enhanced undergraduate duties also includes: acting as examiners in medical school assessments; providing regular seminar and small group teaching; lecturing and other Phase 1 teaching (year 1 & 2) within the medical curriculum; and

leadership of a Student Selected Component (lasting four weeks in year 3 and/or six weeks in year 5).

Those who undertake additional significant responsibilities as a block or clinical education lead within their DCC time may be eligible for the award of the title of honorary lecturer or honorary senior lecturer depending on their level of activity

Enhanced postgraduate duties will include acting as an Educational supervisor for Foundation or Specialty trainee, UHL Divisional Education governance lead, contributing to recognised postgraduate-teaching courses in UHL, e.g. Specialty Training programmes, involvement in recruitment of trainees, interviews for specialty training and recruitment to Foundation programmes.

### **General Policies, Procedures and Practices**

The post holder will be expected to comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.



## SECTION 5: Person Specification

### Appointment of: Consultant in Vascular Surgery - RRCV CMG

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
<b>Commitment to Trust Values &amp; Behaviours</b>		
	<ul style="list-style-type: none"> <li>Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours</li> </ul>	
<b>Qualifications / Training</b>		
	<ul style="list-style-type: none"> <li>MB BS or Equivalent</li> <li>Full GMC Registration</li> <li>Fully Accredited for Higher Specialist Training or will be eligible for inclusion on the Specialist Register within 6 months of the interview date.</li> <li>MRCP/MRCS or Equivalent</li> <li>Current BLS Certification</li> </ul>	<ul style="list-style-type: none"> <li>Membership of relevant Specialist Societies or Associations.</li> <li>Higher degree e.g. MSc, MD or equivalent.</li> </ul>
<b>Experience / Clinical Skills</b>		
	<ul style="list-style-type: none"> <li>Fully trained in Vascular Surgery</li> <li>Excellent clinical skills and experience requisite to meeting all aspects of the Job Plan.</li> <li>Ability to apply sound clinical judgment to problems.</li> <li>Demonstrates clear, logical thinking / analytical approach.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of clinical or research commitment and a relevant specialty interest.</li> </ul>
<b>Management</b>		
	<ul style="list-style-type: none"> <li>Ability to work effectively as part of a multidisciplinary team and supervise juniors.</li> <li>Experience of leading teams and awareness of leadership styles.</li> <li>Ability to effectively organise, prioritise and manage clinical workload.</li> <li>Understanding of wider health agenda and modern NHS.</li> <li>Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills).</li> <li>Knowledge and understanding of clinical governance issues.</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of management and administration experience.</li> <li>Management training on an accredited course.</li> <li>Awareness of Service Development issues.</li> </ul>
<b>Communication Skills</b>		

	<ul style="list-style-type: none"> <li>• Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues.</li> <li>• To be empathic and sensitive; capacity to take others perspectives and treat others with understanding.</li> <li>• Highly Developed Emotional Intelligence</li> </ul>	<ul style="list-style-type: none"> <li>• Highly developed emotional intelligence</li> <li>• High standard of presentation both written and verbal</li> <li>• Demonstrable track record of successful change management</li> <li>• Proven ability to maintain focus in a demanding environment</li> </ul>
<b>Motivation</b>		
	<ul style="list-style-type: none"> <li>• Personal integrity and reliability.</li> <li>• Ability to motivate and develop both medical Staff and non-medical staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Commitment to further develop the post and the service provided.</li> </ul>
<b>Audit/ Quality Improvement</b>		
	<ul style="list-style-type: none"> <li>• Effective participation in and a commitment to clinical audit.</li> <li>• Participation in a quality improvement programme</li> <li>• Experience of quality improvement work and audit</li> </ul>	<ul style="list-style-type: none"> <li>• Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence</li> <li>• Completion of formal courses in Audit and quality improvement.</li> <li>• Published Audit including quality improvement.</li> </ul>
<b>Research</b>		
	<ul style="list-style-type: none"> <li>• Understanding and interest in research.</li> <li>• Ability to appraise research critically</li> <li>• Ability to supervise juniors undertaking research projects.</li> <li>• Evidence of recent research and development activity</li> </ul>	<ul style="list-style-type: none"> <li>• Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty.</li> </ul>
<b>Teaching</b>		
	<ul style="list-style-type: none"> <li>• Experience of and a commitment to training/ teaching undergraduate and postgraduates.</li> <li>• Appraisal and assessment skills.</li> <li>• Ability to assess clinical competencies</li> <li>• Enthusiastic and ability to inspire and lead others.</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to develop new approaches to teaching.</li> <li>• Post Graduate qualification in teaching and training.</li> </ul>
<b>Equality &amp; Diversity</b>		
	<ul style="list-style-type: none"> <li>• Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.</li> </ul>	

## SECTION 6: Pre-employment Checks

### **Professional Registration**

All persons appointed to the post are required to hold GMC / GDC registration with a licence to practice. In order to be a Consultant in the NHS you must also be on the specialist register.

### **Health Clearance**

It is recommended that all new healthcare workers have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These standard health clearance checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit\*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:

- HIV
- Hepatitis B
- Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

*\*Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

### **Disclosure and Barring Service**

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

**To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.**

### **Statement On The Recruitment Of Ex-Offenders**

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdraw conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at: <https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

## SECTION 7: Recruitment Services Contact Information

**Recruitment Services Contact (Consultant Recruitment):**  
07977957295

**Recruitment Services email (Consultant Recruitment):**  
[uhlconsultantrecruitment@uhl-tr.nhs.uk](mailto:uhlconsultantrecruitment@uhl-tr.nhs.uk)

**Recruitment Services Address:**  
University Hospitals of Leicester NHS Trust  
Knighton Street Offices  
Level 3  
Leicester Royal Infirmary  
LE1 5WW



# We are UHL