



JOB DESCRIPTION

FOR

CONSULTANT COMMUNITY

PAEDIATRICIAN

April 2023

Oxleas NHS Foundation Trust

Closing date:

Interview date:

JOB DESCRIPTION
CONSULTANT COMMUNITY PAEDIATRICIAN

Post Title:	Consultant Paediatrician (Community Child Health).
Grade:	Consultant salary on NHS Consultant scale (incl. London weighting)
Working Hours:	Full time 10 Pas (Part-time applicants are welcome)
Tenure:	Substantive post
Accountable to:	Lead Clinician and Clinical Director, Oxleas NHSF Trust
Managerially accountable to:	Clinical and Service Directors, Specialist Children's Services

At Oxleas NHS Foundation Trust, we offer a wide range of NHS healthcare services to people living in South-East London and to people in prison across England. Our wide array of services includes community health care, such as district nursing and speech and language therapy, care for people with learning disabilities and mental health such as psychiatry, nursing and therapies. Oxleas is a great place to work.

It has been recognised as one of the Top 10 Best Places to Work 2023 by the Sunday Times amongst very big employers.

Our staff survey results show that we are in the Top 5 in England and the highest in London for staff experience amongst similar trusts.

"We are always delighted to welcome new colleagues to the Oxleas family. We care about making Oxleas a great place to work - it's a big priority in our strategy. Come and join us - it's a place where our values, teamwork, equity, and wellbeing matter and where you can really help to improve people's lives."

Ify Okocha
Chief Executive

We have distinctive values at Oxleas - We're Kind, We're Fair, We Listen, We Care. Our values are very important to us. They help Oxleas to be a great place to work.

The published Area SEND inspection report on Ofsted website for the Greenwich Local Area Partnership confirmed that our SEND arrangements ‘typically lead to positive experiences and outcomes for children and young people with SEND’. This is the highest possible rating under the new inspection framework introduced earlier this year. The report highlights some excellent partnership work.

This inspection in May 2023, included a review of Health, Education and Care, partnership working to meet needs of children with SEND. We received the Highest rating for SEND inspection under new inspection framework. [50222861 \(ofsted.gov.uk\)](https://www.ofsted.gov.uk/inspections/50222861)

THE APPOINTMENT

Oxleas NHS Foundation Trust is seeking to employ an enthusiastic Consultant Paediatrician with expertise in community child health to help deliver a highly regarded service for children in Greenwich. You will join a team of motivated, experienced and supportive Community Paediatricians with multidisciplinary and interagency working being a significant part of the role.

This post is a substantive Consultant post due to the post holder retiring. Greenwich Community Paediatric Services is part of the Children and Young People Directorate (CYPD), Oxleas NHS Foundation Trust. The Consultant will be part of a team of 5.0 WTE Consultants, 1 WTE Locum Consultant, 1 specialist Paediatrician, 5.0 WTE Specialty Grade (SAS) doctors, 1 WTE Specialty Higher Trainee and an Advanced Nurse Practitioner.

The Greenwich Community Paediatric Team aims to provide high quality, equitable services to children and young people living in or out of the Borough, who are registered with a Greenwich GP. We provide diagnostic and clinical management services for children with Neurodisability and Additional needs together with statutory assessments for the Local Authority Children’s Services (Child Protection assessments, Adoption, and Looked after Child assessments, Child Death Reviews and Special Educational Needs advice for Educational and Health care plans). The candidate should be competent in the assessment, diagnosis and management in child development and disability, and in behavioural and social paediatrics. The Consultant will be supported to develop and pursue their interest in Community Paediatrics to take on a lead or statutory responsibility to meet service needs. The Consultant will be expected to cover the complex Neurodisability caseload and represent the team in areas of Clinical Governance.

The Consultant will have lead responsibilities for clinical and service areas across the borough. They will participate in the Child Protection Consultant of the week, day time on call rota and are required to be flexible in order to meet the needs of the service. Areas of special interest are encouraged where they are consistent with the departmental responsibilities to deliver and develop services which meet the needs of children and young people in the borough.

Children are seen at different sites within the community with the main base currently at Highpoint House, Shooters Hill, Woolwich. The service locations comprise the following:

- Child Development Centre (CDC), Highpoint House, Shooter’s Hill Road
- Willowdene Special Needs school - Primary and secondary sites
- Charlton Park Academy Secondary School

Greenwich Community Paediatrics are highly committed to achieving positive outcomes for children and families by working closely with parents and carers, our allied specialist services, GPs,

and other healthcare professionals including CAMHS, local Acute Paediatricians, Children's services for the Royal Borough of Greenwich as well as the voluntary sector.

We are actively developing the Community Paediatric service to respond to the need to meet statutory targets for LAC, Child protection and SEN and the 18-week Referral to Treatment Target. With the steadily rising referral rate of children with suspected Autism Spectrum Disorder (ASD) and Attention Deficit Hyperactivity Disorder (ADHD), we are constantly refining these pathways to meet service requirements and the needs of Children and families.

We are currently based at the Child Development Centre, Highpoint House, Shooters Hill, SE18. Located on the same site are other services including Greenwich CAMHS service, Music Therapy Audiology, Speech and Language therapists, LAC nursing Team, dietetics, the IND- ADHD Team and various members of the single point of access team that provide administrative support. The Memorial Hospital providing adult mental health and some other administrative services is next door to Highpoint House. The medical staffing service is located at Pinewood House in Dartford which is where the office of the medical director and Chief Executive are also located.

Greenwich Community Health Services became part of Oxleas NHS Foundation Trust in April 2011. Greenwich has an excellent track record of effective multi-agency working which we continue to develop. Community Paediatricians work closely with allied Health professionals including Speech and language therapists, physiotherapists, occupational therapists, Community dieticians and audiologists, all of which are also employed by Oxleas.

We have developed outreach tertiary clinics in Neuro-disability and Orthopaedics' that have been very well received by parents. We also run separate Neonatal and Down's clinics to allow streamlining of cases and development of expertise. We have recently introduced Nurse led sleep clinics to support children and families and are supported by a Health care assistant.

Main base: Our main base is at Highpoint House on Shooter's Hill Road. Highpoint House is also the base for CAMHS service, dietetics, LAC team, music therapy and the IND- ADHD Team. Shooter's Hill Road, stretches from Blackheath as part of the major A2 road. The Hill is one of the highest points in London offering good views over the River Thames to the north and central London clearly visible to the west. Oxleas wood, an open public space is situated behind Highpoint House. There is also a golf course nearby.

Travel/Access: You can get to Highpoint House by Bus or Train. These are the lines and routes that have stops nearby: Bus- 89, 486, 244 (From Woolwich - accessed by the DLR and Elizabeth tube line). Train: South Eastern (Welling station).

Parking: There is a free car park at Highpoint house and the Oxleas Memorial Hospital site next door for staff.

Oxleas NHS Foundation Trust:

The trust was named after the ancient Oxleas Woods between Bexley and Greenwich offers a wide range of health and social care services in South East London, specialising in community health, mental health and learning disability services.

Oxleas has been the main provider of specialist mental health care in Bexley, Bromley and Greenwich for more than ten years and have developed a comprehensive portfolio of services in community and hospital settings. Oxleas provides a range of physical health services to adults and children in the community in the boroughs of Bexley and Greenwich.

Oxleas NHS Foundation Trust are focusing on making recruitment and career progression fairer and improving cultural understanding.

Building A Fairer Oxleas (BAFO) is a programme to make positive changes to how it feels to work in Oxleas.

Oxleas Priorities and Values:

Oxleas purpose: To improve lives by providing the best possible care to our patients and their families.

3 big priorities for Oxleas for 2021-2024

1. Achieving zero delays and delivering right care at the right time.
2. Delivering great out-of-hospital care
3. Making Oxleas a great place to work.

Oxleas Values: developed to achieve our mission of 'Improving lives':

We're Kind, We're Fair, We Listen, We Care.

GREENWICH PROFILE IN BRIEF _ONS_2021 Census

Greenwich population: 2021 ONS Total: 0-18 years: 0-19 years:	289,068 Approx. 68,000 Approx. 72,000
- Child poverty rate: - Children classified obese:	40% cf 35% in all London Boroughs. 23.6%
Births per annum	4,125 (2019)-ONS live births summary
Black and minority ethnic community:	43,954 (63%) of children cf 26% of country.
Languages spoken in Greenwich schools: Largest minority ethnic group:	152 Black African (28%).
Community Paediatric new referrals 2023/24	~2400 per annum
Children Looked After (Children In Our Care)	414 (31 March 2023) Per 10,000 under 18 years: 63 (2022/23)
Children with Child Protection plans Children with Child in need plans	164 (31 March 2022) 223 (31 March 2022)
Children with disabilities Children with severe disability	2835 to 4040 (estimate) 1%
Children with Autistic spectrum disorder	719 (2016)
Children receiving SEN support	14.7%
Children with EHC plan	3.6% (National rate 2.8%)

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Sources: *Bi-annual report 2020-22_GreenwichSafeguardingChildren; Greenwich Annual Report on Corporate Parenting 2022-23; ONS_Census 2021.*

DUTIES OF THE POST

The consultant will provide a high level of clinical expertise and leadership, both for the team for which they are responsible and in borough-wide services.

The Consultant will be supported to develop and pursue their interest in Community Paediatrics.

RESPONSIBILITIES:

CLINICAL ASSESSMENT AND CARE OF CHILDREN

1. To provide assessment and case management of children and young people with complex Neurodisability and special needs, this may include Special Needs schools in the Borough. The Consultant has overall responsibility for their own caseload, which will include children across the borough or living out of borough but registered under a Greenwich GP.
2. To supervise and teach non-Consultant grade doctors, including Specialists, specialty Doctor Paediatricians and Specialist Trainees.
3. Provide clinical input to multi-disciplinary clinics for the assessment of children with complex disability and special needs. These assessments include a rising caseload of children with ASD and ADHD that require assessment and further management.
4. Provide Consultant input to medical follow up of children within the special schools.

5. Provide medical advice for Royal Borough of Greenwich Directorate of Children's Services (local authority) according to statutory legislation and for children with Special Educational Needs and Disability requiring Education, Health & Care Plans (EHCP).
6. Provide medical advice to Local Authority Children's Services according to statutory legislation and guidance for Looked after Children.
7. Provide Consultant supervision, support and advice for safeguarding aspects to non-consultant grade of Doctors for their caseloads. The SAS and Specialist Trainee are on a daytime rota to examine children who have had alleged physical injury. Consultants have a rolling weekly child protection rota during working hours to provide overall responsibility and liaise directly with social care regarding all new referrals. They are expected to provide direct supervision if necessary and discuss and review all child protection reports produced that week. There is a monthly SG peer review meeting during which most cases are discussed with the whole team and any photographs reviewed.
8. To have a continuing responsibility of the care of patients in their care allowing for appropriate delegation to and training of staff and for the proper functioning of the service.

LEADERSHIP AND MANAGEMENT

1. The Consultant will need to develop close working relationships with colleagues and other professionals within Oxleas CYPD, including the Service Director and allied health professionals in Children's Specialist services.
2. The Consultants will work towards closer communication and co-working with acute paediatricians and tertiary services for children with complex needs and safeguarding issues and with CAMHS colleagues to manage children who are under both teams.
3. The Consultant is responsible for supervision and management of Community Paediatric doctors working within Greenwich.
4. The Consultant will need to undertake departmental administrative and management duties in collaboration with colleagues, including taking part in weekly triage of new referrals.. They must be open and honest with patients and record any incidents using the Datixweb system.
5. The Consultant should provide strategic leadership and development of services within their specific fields of interest. This will include liaison with other professionals, attending relevant health and inter-agency meetings and providing advice and support.

TEACHING AND TRAINING

All Consultants are responsible for providing teaching and training to clinical and non-clinical staff including:

1. Supervision, appraisal and training of Specialist Trainees and Speciality Doctors. This includes induction and regular training and supervision of the Speciality trainee.
2. Where indicated training of General Practitioners and Primary Care Teams.
3. Multi-professional and multi-agency training.

RESEARCH, QUALITY IMPROVEMENT, AUDIT AND CLINICAL GOVERNANCE

1. Consultants need to be aware of the principles of clinical governance and contribute to the aim of the Trust in achieving continuous improvement in all aspects of delivery of service.
2. To work to improve clinical practice by developing protocols, quality standards and the development of care pathways specific to the service as part of the Trust and Departmental Clinical Governance programme. To represent the team at Trust Clinical Governance meetings such as Patient Safety, Patient Experience and Effectiveness as necessary.
3. Oxleas has an active clinical audit and research department, which will support audit and research projects and Consultants are encouraged to participate. In line with the Trust focus on quality improvement (QI), Consultants are encouraged to attend QI training and lead on or participate in projects with the rest of the team to improve the quality of the service.
4. Consultants are expected to be aware of the principles of clinical governance and contribute to the aim of the Trust to achieve continuous improvement in all aspects of delivery of service by enhancing quality and promoting innovation.
5. To work to improve clinical practice by developing protocols, quality standards and the development of care pathways specific to the service as part of the Trust and Departmental Clinical Governance programme.
6. There is a QI team that supports QI projects and a clinical audit department, which supports audit and research projects.
7. The Consultant will be responsible for representing the team within the Trust in areas of Clinical Governance.

CONTINUING PROFESSIONAL DEVELOPMENT, APPRAISAL AND REVALIDATION

1. The Consultant must be registered with the Royal College of Paediatrics and Child Health (or alternative college) for CPD and remain in good standing with the College.
2. The Consultant will participate in annual appraisal and job planning in accordance with national guidance.
3. The Consultant will hold a portfolio to meet the requirements for revalidation and maintain registration with the General Medical Council.
4. The Consultant will be encouraged to join relevant professional bodies and learned societies.

GREENWICH COMMUNITY PAEDIATRIC STAFFING STRUCTURE

(Service Lead, Strategic and Advisory roles are subject to negotiation dependant on applicants' interests and may change over time):

All doctors run general Neuro-developmental clinics and can participate in MDT clinics.

Consultants WTE	Strategic lead	Statutory and Advisory Roles
Dr Grace Pereira 1.0	Lead Clinician Paediatric Lead for ASD Willowdene Special school Educational supervisor for Trainees	Designated Doctor Child Death Reviews in Greenwich (<i>part of Tri-Borough Team</i>)
Dr Arbind Gupta 1.0	Lead for ADHD	Named Doctor for Child Protection
Dr Ayanda Jolobe 0.2		Designated Doctor for Looked After Children
Vacant 1.0	Special school clinic Neurodisability lead Clinical Governance meetings	Early Years Coordination Team representative
Vacant 0.8	Locum cover	
Vacant 1.0	Locum cover	
Dr Shweta Sardesai 1.0 (Locum)	Charlton Special School Continence Lead	Medical Lead for SEN

Sarah Hayford 1.0 Advanced Nurse Practitioner

Speciality Grade WTE	Service role (all do NDC, LAC/SEN and CP clinics)	Statutory and Advisory Roles
Dr Siti Ishak 1.0 (Specialist)	Named Dr LAC	Adoption Medical Adviser
Dr Fatosh Balcin 0.6		
Dr Betty Grace Buwule 1.0		
Dr Elizabeth Ulonnam 1.0		

Dr Sarah Joyce 1.0		
ST4/5 1.0 rotates 6 monthly		

PROPOSED JOB PLAN

The job description for this post will be subject to regular review and appropriate modification by mutual agreement with the Lead Clinician. The consultant may need to participate in safeguarding medical assessments. All the roles will need to be covered within the team as in any other Community Paediatric department.

The final job plan will reflect roles that are mutually agreed and will be finalised after discussion with the Lead Consultant on taking up the post. The following is an outline of proposed activity within a 10 PA job programme. (1PA =4hrs activity).

PROGRAMMED ACTIVITIES:

Service /Role	Responsibility	DCC Clinics	Other DCC	SPA
Neurodevelopmental	Neurodevelopmental Clinic weekly (may include special school clinic) IND ASD/ ADHD clinic LAC/SEN Clinical Administration + caseload	1.50 1.0 1.0	 3.50	
Child Protection	Consultant CP role, reports, Supervision of SAGS doctors Cover for rapid response meeting, if required		0.25	0.25
Statutory/Governance /Management roles	Clinical Governance		0.5	0.5
SPA	CPD (1 in 2 incl. Peer reviews) Team business meeting/Triage Clinical supervision Other SPA – audit, appraisal, governance, job planning Consultant peer review/Teaching/Training.			0.5 0.25 0.25 0.25 0.25
Total		3.5	4.25	2.25

SUPPORTING RESOURCES

All the doctors are currently located on one site at Highpoint House. A single point of access system provides secretarial and clerical support. We use G2, a voice recognition electronic dictation system to help with timely production of reports. There is IT support including e-mail, and intranet and internet access is available. Each member of the medical team is issued with a trust laptop to support working from home when necessary.

The department currently uses the RiO Electronic Patient Record for recording clinical contacts and activity and we have moved mainly toward paperless records. Investigations and imaging are currently requested via editable letters and results are obtained electronically. Appraisals are done using SARD electronic system.

TERMS AND CONDITIONS OF EMPLOYMENT

The terms and conditions of employment are in accordance with those nationally agreed and laid down in the terms and conditions of employment of hospital medical staff.

Salary Scale - - As per new Consultant contract October 2003

Hours of work – The post is full-time in accordance with the job plan. Normal working hours are 09:00 -17:00

On call – The post does not currently hold an out of hour's on-call commitment.

DBS: -The post is subject to the enhanced DBS check procedures.

Further information prior to short listing can be obtained by contacting the Lead Consultant Paediatrician, Dr Grace Pereira email grace.pereira@nhs.net or Clinical Director, Dr Sabitha Sridhar; email Sabitha.sridhar@nhs.net or Service manager, Mrs Helen Manchester; email Helenmanchester@nhs.net

Short-listed candidates can make a personal visit to the Trust.

This can be arranged by contacting the Admin Manager Joby Briggs, email: joby.briggs@nhs.net

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

Rehabilitation of Offenders Act

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the

Rehabilitation of Offenders Act 1974 (Exception) Order 19. Applicants are, therefore, not entitled to withhold information about convictions which, for other purposes are 'spent' under the provision of the Act, and, in the event of employment, any failure to disclose such convictions could result in the dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions that the Order applies.

Starting Date

The post is to start on a mutually agreed date.

General

The post holder may be required to work at any of the Trust's sites in line with the service needs. This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future. All staff have a responsibility to participate in the Trust's Performance Appraisal Scheme and to contribute to their own development and the development of any staff that they are responsible for appraising

Health & Safety

All staff must be aware of the responsibility placed on them by the Health & Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients, and visitors.

Professional and NHS Codes of Conduct

You are required to always act in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the 'Code of Conduct for NHS Managers' and 'Standards of Business Conduct for NHS Staff'.

Safeguarding Children

Safeguarding children is everyone's responsibility. Whatever your role within the trust the welfare of children should be your paramount consideration. In cases of suspected abuse or neglect the duty of care that member of Oxleas staff owes to a child, will take precedence over any obligation to the parent or other adult. All members of Oxleas staff who have contact with service users, or their families, should be familiar with guidance on Child Protection/Safeguarding Children from their own Professional organisations, the trust, and the London Safeguarding Children Procedures. Staff are also required to attend mandatory safeguarding children training.

Financial Management and Control of Resources

All staff are responsible for the security and the property of the Trust, avoiding loss or damage and being economical and efficient in the use of resources. Staff are required to act in accordance with the rules and regulations as described in the Trust's Policy relating to the Financial Management and Control of Resources'.

Customer Care

It is the aim of the Trust to provide patients and clients with the best possible care. All staff are required to put the patient/client first and do their utmost to meet requests and needs courteously and efficiently.

Personal/Professional Development Planning/Mandatory Training

All staff should have a personal development plan and in conjunction with their manager, should actively determine and pursue agreed training and development needs and opportunities. All staff are required to attend mandatory training as designated by the Trust.

No Smoking

Oxleas NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.

Terms & Condition of Employment

The Terms and Conditions of the post are in accordance with those nationally agreed and laid down in the Terms and Conditions of Employment of Hospital Medical and Dental Staff.
The following is a summary of the main Terms and Conditions.

Salary	The agreed salary scale for Consultants, according to experience plus London Weighting
Pension	NHS Contributory pension scheme.
Life Insurance	Covered with NHS Superannuation Scheme.
Criminal Record Bureau	Appointment subject to Criminal Record Bureau clearance.
Holidays	6 weeks plus 2 days statutory after 2 years in post (or previous recognised entitlement) and 8 public holidays per annum. Leave agreed by the Clinical Director and covering colleagues.
Study leave/leave and cover arrangements	30 days/ 3-year period. Leave agreed by the Clinical Lead. Please refer to the terms and conditions regarding sick and compassionate
Travel expenses	Alternative transport arrangements for non car drivers on essential journeys. Please also see terms and conditions
Notice period	1 month
Terms	Subject to Terms and Condition of Hospital Medical and Dental Staff (England and Wales) and General Whitley Council Condition of Service.
Support and Accountability	The post-holder will be accountable to the Trust board through the Medical Director. The post-holder will be accountable for professional conduct to the Medical Director. The post-holder will be accountable to the Lead Clinician and Clinical Director for service delivery and an annual appraisal process to support continuing professional development.
Additional Income	Private practice must be undertaken in a manner which ensures probity and protects the individual from allegations of malpractice. Gross income must be declared to the trust.
Expenses:	Expenses will be paid as per the Oxleas NHS Trust policies and procedures.
Equal Opportunities	Oxleas NHS Foundation Trust is committed to the promotion thereof, based on opportunity and advancement correlating with ability, qualification, and fitness for work.
Medical:	Required to pass occupational health clearance prior to taking up appointment.
GMC/CPD	Required to have and maintain full registration with the General Medical Council and to be registered for Continuing Professional Development with the Royal College.
Professional Behaviour	Adhere to the outline work programme.

Professional Practice

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance, or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff practising in the Trust are expected to ensure that they are familiar with the procedure and apply it.

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
QUALIFICATIONS	
Full GMC Registration MBBS or equivalent MRCPCCH or equivalent CCT in Community Child Health or CCT in Paediatrics and can demonstrate equivalent competencies to those gained by CCT in Community Child Health or evidence that he/she is within 6 months of the CCT date at the time of interview and is expected to achieve CCT. On or eligible for entry on the GMC's Specialist Register for Paediatrics under article 14.	MD/PhD MSc in Community Paediatrics Evidence of sub-specialist training in Neurodisability for at least 1 year BACD, BACCH or BAAF membership
CLINICAL EXPERIENCE	
Wide experience and training in community paediatrics and expertise in complex Neurodisability Competency in several of the following four clinical areas, experience of all four, and a willingness to develop skills further in those areas of less experience: 1. Paediatric Neurodevelopmental Assessment 2. Diagnosis and management of ASD 3. Diagnosis and management of ADHD 4. Diagnosis and management of suspected child abuse Interest and experience in working with multi disciplinary and interagency teams. Experience of working with CAMHS	Paediatric Neurology, Community Paediatric training and courses attended Griffiths, SOGS, Denver, or Bayley developmental assessment trained Use of Conners' questionnaires ADOS, ADI-R, DISCO or GARS assessment trained RCPCH (Level 3) Child Protection training, minimum. CSA examination and colposcopy training (including digital imagery)
CLINICAL SKILLS	
Understanding of clinical risk management. Clear, logical thinking showing an analytical and scientific approach. Ability to mentor staff both medical and nursing IT Skills (essential email and database experience) Negotiation and leadership skills Able to give advice about safeguarding/child protection policy and legal frameworks. Able to support colleagues in challenging views offered by other professionals, as appropriate.	Experience of clinical risk management

KNOWLEDGE	
Appropriate level of clinical knowledge with awareness of best practice in safeguarding including current research. Shows awareness of own limitations. Knowledge of legislation relating to child health. Adhere to clinical governance. Know how to implement and audit effectiveness of safeguarding services against current national guidance and quality standards. Understand forensic medicine as it relates to clinical practice. Know about the professional and experts' role in the court process and legislation relating to child health.	Demonstrates breadth of awareness of Knowledge across the field of Paediatrics.
TEACHING SKILLS	
Evidence of teaching Experienced in post graduate, particularly multidisciplinary, teaching and training	Enthusiasm for teaching. Exposure to different groups/teaching methods Higher qualification in medical education
ORGANISATION & PLANNING	
Ability to prioritise clinical need Ability to organise oneself and own work Evidence of participation in audit Willingness to take a lead in developing / managing a clinical area	Understanding of NHS, clinical governance & resource constraints. Management/financial awareness. Active involvement in audit Information technology skills Management and committee work
ACADEMIC/ RESEARCH	
Shows knowledge of evidence-informed practice and willingness to practice EBM Willingness to contribute to teaching and training Experience in audit and clinical governance and QI	Research experience, presentations, publications, prizes and honours. Experience in development and implementation of policies, protocols and clinical guidelines
CAREER PROGRESSION	
Progression of career consistent with personal circumstances.	
PHYSICAL REQUIREMENTS	

Meets professional health requirements	Able to commence post within 3 months of interview.
Meets the travel requirements of the post	
PERSONAL SKILLS	
COMMUNICATION & LANGUAGE SKILLS (the ability to communicate with clarity and intelligibility in written and spoken English; ability to build rapport, listen, persuade, negotiate, empathise, lead) DECISIVENESS/ ACCOUNTABILITY (ability to take responsibility, show leadership, make decisions, exert appropriate authority) INTERPERSONAL SKILLS (see patients as people, empathise, work co-operatively with others, open and non-defensive, sense of humour, evidence of being successful team player) USES A NON- JUDGEMENTAL APPROACH TO PATIENTS AND COLLEAGUES regardless of their sexuality, ethnicity, disability, religious beliefs or financial status FLEXIBILITY (able to change and adapt their work practices to respond to rapidly changing circumstances) RESILIENCE (able to operate under pressure, cope with setbacks, self aware, reflect) THOROUGHNESS (is well prepared, shows self-discipline/ commitment, is punctual and meets deadlines) SHOWS INITIATIVE/ DRIVE/ ENTHUSIASM (self-starter, motivated, shows curiosity, initiative) PROBITY (displays honesty, integrity, aware of ethical dilemmas, respects confidentiality)	