

# Recruitment information pack



**FAST FORWARD YOUR CAREER**

BE PART OF A SUPPORTIVE TEAM

WORK ALONGSIDE WORLD LEADING EXPERTS



**RESEARCH OPPORTUNITIES**

SUPPORTIVE AND COMMITTED SUPERVISORS

EXPERIENCE LATEST TECHNOLOGIES AND THERAPIES



# WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

## Imperial College Academic Health Science Centre (AHSC)

The Imperial College Academic Health Science Centre (AHSC) is a partnership between our Trust, Imperial College London, The Institute of Cancer Research (ICR), Royal Brompton & Harefield NHS Foundation Trust and The Royal Marsden NHS Foundation Trust. The partnership aims to improve the health and wellbeing of patients and populations by translating research discoveries into new therapies and techniques as rapidly as possible.

Our AHSC is focussed on preventing disease wherever possible, detecting and diagnosing diseases earlier, and developing targeted treatments for all diagnosed conditions. By working together as partners, we capitalise on the academic strengths of Imperial College London, combined with the clinical capabilities and critical mass of the NHS.

As an AHSC, all of our staff are actively encouraged to become involved with education and research alongside their clinical role. We review job plans every year and there is the potential to build in dedicated programmed activities (PAs) for education, training or research.

## Imperial College London

Imperial College London is one of the world's leading universities. The College's 17,000 students and 8,000 staff are expanding the frontiers of knowledge in science, medicine, engineering and business, and translating their discoveries into benefits for our society.

Founded in 1907, Imperial builds on a distinguished past – having pioneered penicillin, holography and fibre optics – to shape the future. Imperial researchers work across disciplines to improve health and wellbeing, understand the natural world, engineer novel solutions and lead the data revolution. This blend of academic excellence and its real-world

application feeds into Imperial's exceptional learning environment, where students participate in research to push the limits of their degrees.

## OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

## OUR HOSPITALS

### Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

#### **Charing Cross Hospital, Hammersmith**

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

#### **Hammersmith Hospital, Acton**

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

#### **Queen Charlotte's & Chelsea Hospital, Acton**

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

#### **St Mary's Hospital, Paddington**

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

#### **Western Eye, Marylebone**

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

**Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye

# WHY JOIN US?

## Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

## Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

## Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

## Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

## Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our Make a Difference recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

## **Conduct research here**

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

## **Access brilliant benefits and enjoy a new social life**

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

# JOB DESCRIPTION

Job title	Post CCT Thoracic Radiology Fellow
Directorate/ department	Clinical Radiology
Division	Women's and Children's Health and Clinical Support Services
Main site of activity	Cross-site working between St Mary's, Charing Cross and Hammersmith Hospitals
Responsible to	Dr Brynmor Jones (Clinical Director), Dr Afshin Alavi (Clinical Director), Dr Edward Barden (Head of Service – Cardiothoracic Imaging), Dr Samir Mahboobani (Head of Training in Cardiothoracic Imaging).
Accountable to	Dr Brynmor Jones (Clinical Director), Dr Afshin Alavi (Clinical Director), Dr Edward Barden (Head of Service – Cardiothoracic Imaging), Dr Samir Mahboobani (Head of Training in Cardiothoracic Imaging).
On call (to include frequency and details of supplements)	Optional 1:6 Fellow rota to support the more junior radiology registrars on call

## 1. Background to the post

ICHNT offers tertiary level services in cardiology, respiratory medicine and cardiothoracic surgery. It is a busy radiology department with 4 cardiothoracic radiology consultants, 2 thoracic radiology consultants, 3 cardiac radiologists. In addition, radiologists work closely with the imaging cardiologists at Hammersmith Hospital.

ICHNT covers a broad caseload encompassing all fields of cardiothoracic medicine/imaging. In addition, ICHNT is a specialist haematological oncology unit offering stem cell transplantation and a specialist renal unit with renal and pancreatic transplant services. These particularly vulnerable cohorts of patient's require regular input from the respiratory medicine services based at Hammersmith Hospital.

The Trust has a busy lung oncology service which offers stereotactic ablative radiotherapy. We offer a full cohort of nuclear medicine imaging modalities.

The recent NHS roll-out of Total Lung Health Checks/Lung Cancer Screening has led to a significant increase in lung cancer imaging and need for radiological intervention. This comes

with increasing training opportunity in diagnostic and interventional radiology as well as training in NHS management skills.

This fellowship aims to offer advanced training in all subspecialties and across all modalities of thoracic imaging (CT/MR/US).

Candidates will also have exposure to general radiology with tertiary level cases in all fields of radiology.

If you have any queries regarding the application form please contact Dr Samir Mahboobani ([samir.mahboobani@nhs.net](mailto:samir.mahboobani@nhs.net)) or the Imperial College Healthcare Radiology Training Programme Directors ([imperial.radiologytpd@nhs.net](mailto:imperial.radiologytpd@nhs.net)).

## 2. Job purpose

The purpose of this post is to provide further/advanced training to a subspecialised thoracic radiologist. This includes diagnostic and interventional training as well as opportunity to take part in management projects alongside RM Partners West London Cancer Alliance. This will give invaluable experience that will prove useful for Consultant Practice.

Candidates will be expected to take part in supervised reporting of all modalities in imaging with a plan to progress to more independent working.

Candidates will be expected to run at least one CT guided lung biopsy list with consultant support as needed.

Candidates will be expected to take part in a number of subspecialised thoracic radiology MDTs (Cancer, Screening review, ILD, Infectious disease etc.), with a view to leading these independently.

Candidates will have the opportunity to be involved with in house quality improvement/governance projects. In addition, the fellow will be provided with time and opportunity to work on a network-wide approach to managing the demands for PET CT and other radiological investigations that arise from the lung pathway across the sector, considering the increased impact expected from the TLHC rollout (including CT/US guided tissue sampling).

## 3. Key stakeholders

- Dr Edward Barden (Cardiothoracic Radiologist, Head of Service)
- Dr Samir Mahboobani Cardiothoracic Radiologist, Head of Training for Cardiothoracic Imaging)
- Dr Sue Copley (Thoracic Radiologist)
- Dr Mary Roddie (Thoracic Radiologist)
- Dr Mohsen Hajhosseiny (Cardiothoracic Radiologist)
- Dr Andrew Wright (Cardiothoracic Radiologist)

#### 4. Key areas of responsibilities

- Thoracic reporting across all imaging modalities.
- Leading CT guided intervention lists (lung biopsy, lung cancer localisation, complex chest drainage). US guided intervention lists are also accessible.
- Participation on the rota for the various MDTs in thoracic imaging.
- Timetabled management session for project work across the sector to optimise the efficiency with regards to the lung pathway, TLHC/lung cancer screening and the onwards referral for PET CT and other radiological investigations (including CT/US guided tissue sampling) throughout the network. The fellow will be provided with PA support to facilitate this.
- Optional on call working as part of our senior fellow rota (~1:6). This would be to support the first on junior radiology registrars. Services include tertiary level multi-modality imaging in hyperacute stroke and neurosurgery, vascular imaging (including for renal and pancreatic transplant assessment), Level 1 major trauma, and all areas of general radiology.
- Candidates will also have the opportunity to be involved with in house quality improvement/governance projects.
- Research opportunities are available in numerous areas of cutting edge clinical radiology.

#### 5. Scope and purpose of job description

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the postholder.

#### 6. Outline of timetable

Directorate to add details, including sites as appropriate

	Monday	Tuesday	Wednesday	Thursday	Friday

AM	CT Intervention	Lung Ca MDT/reporting	ILD MDT/Reporting	Nodule MDT/SRM /reporting	Duty US
PM	MDT prep/reporting	Cardiac CT	Management /SPA	Duty reporting	CT Intervention/reporting

**Regular meetings:** Directorate to include Monthly committee meetings, monthly operational meeting, ad hoc meetings.

## PERSON SPECIFICATION

Job title	Directorate/ department	Divisional directorate	Clinical director
Post CCT fellow in thoracic radiology	Imaging	WCCS	Dr Afsin Alavi/Dr Brynmor Jones

Criteria relevant to the role	Essential	Desirable
Education/ qualifications	On GMC registered/ licensed Medical Practitioner	FRCR or equivalent
Higher qualifications		
Relevant experience in specialty/Sub specialty	<b>Need to have CCT (or equivalent) in radiology and have achieved all core skills for thoracic radiology</b>	
Clinical skills	<ul style="list-style-type: none"> <li>• Able to independently report CT/MR/US/PlainFilm in general radiology in an on call setting</li> <li>• Proficient in thoracic imaging with a view to independent practice early on</li> </ul>	<ul style="list-style-type: none"> <li>• Ability in US guided intervention</li> <li>• Cardiac CT Level 2 or 3</li> <li>• Ability to independently lead thoracic radiology MDTs</li> </ul>

	<ul style="list-style-type: none"> <li>• Near independent practice with CT guided lung biopsy and drainage</li> <li>• Cardiac CT Level 1</li> </ul>	
Audit	<ul style="list-style-type: none"> <li>• Basic understanding of the audit process</li> <li>• Experience in clinical audit</li> </ul>	Formal management training/qualification
Academic achievements including research/publications		<ul style="list-style-type: none"> <li>• Presentations at national or international meetings</li> <li>• Publications in peer reviewed journals</li> <li>• Teaching qualification</li> </ul>
Language	<ul style="list-style-type: none"> <li>• Fluent English speaker</li> </ul>	
Physical requirements	<ul style="list-style-type: none"> <li>• Physically capable of working as general radiologist</li> <li>• Occupational health clearance for the role specified</li> </ul>	
Communication skills	<ul style="list-style-type: none"> <li>• Fluent English speaker. Experience of PACS/VR reporting</li> </ul>	
Patient focused skills	<ul style="list-style-type: none"> <li>• Medical Professional level</li> </ul>	
Reliability	<ul style="list-style-type: none"> <li>• Medical Professional level</li> </ul>	
Flexibility	<ul style="list-style-type: none"> <li>• Medical Professional level</li> </ul>	
Resilience	<ul style="list-style-type: none"> <li>• Medical Professional level</li> </ul>	
Thoroughness	<ul style="list-style-type: none"> <li>• Medical Professional level</li> </ul>	
Drive/enthusiasm	<ul style="list-style-type: none"> <li>• Motivated, self-starter, completes projects</li> </ul>	
Probity	<p>Honesty, integrity, appreciation of ethical dilemmas.</p> <p>Must be able to demonstrate and model the key Trust values of kind,</p>	

	collaborative, expert and aspirational.	
Physical requirements	Occupational health clearance for the role specified	
Team work	<ul style="list-style-type: none"> <li>Medical Professional level, excellent team working experience and skills</li> </ul>	

## Additional information

### 1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

### 2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

### 3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

### 4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

### 5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

### 6. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that

profession. Proof of registration must be produced on appointment and at any time subsequently on request.

## **7. Work visa/ permits/Leave to remain**

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

## **8. Conflict of interests**

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

## **9. Infection control**

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

**Clinical staff** – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

**Non clinical staff and sub-contracted staff** – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

**Flu vaccination** – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

## **10. No smoking**

The Trust operates a smoke free policy.

## **11. Professional association/trade union membership**

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.