



**East Suffolk and  
North Essex**  
NHS Foundation Trust

**Consultant in EAR, NOSE AND THROAT SURGERY**  
**With special interest in Head & Neck surgery**

East Suffolk and North Essex NHS Foundation Trust

**Responsible to:** Clinical Divisional Director Mr Mark Bowditch

**Accountable to:** Chief Medical Officer Dr Angela Tillett

## EAST SUFFOLK AND NORTH ESSEX NHS FOUNDATION TRUST

### Message from the Chief Executive

Dear colleague

Thank you for your interest in joining East Suffolk and North Essex NHS Foundation Trust (ESNEFT).

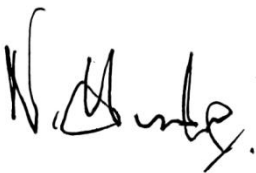
ESNEFT provides integrated care to a population of almost a million people. We employ more than 11,000 staff across two acute hospitals in Colchester and Ipswich and in community hospitals, clinics, surgeries and patients' homes. We are a partner in the Suffolk and North East Essex Integrated Care System.

We would like you to help us provide the best care and experience for the communities we serve in east Suffolk and north Essex. You can find out more about us on [our website](#) and please take a look at our [Come and Join us recruitment video](#).

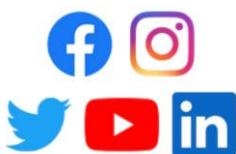
We are committed to being a great place to work, and great place to train and a great place to receive care. As a large organisation we offer exciting opportunities for development, innovation, research, education and training.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we can remove unnecessary stress and frustration – giving our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme  
Chief Executive



**Facebook**  
@EastSuffolkNorthEssexNHS

# We are...

## East Suffolk and North Essex NHS Foundation Trust

We provide healthcare to a population of almost a **million** people in



But we don't work alone. We work alongside a multitude of teams in health, social care, voluntary services and other organisations to make care work well for local people whether they are at home or in hospital.

### Time matters



Our philosophy is that time matters. Dealing with health issues can be stressful, both for the patient and for those who care for them. There is the necessary stress of the health need and the emotional effort of caring.

However, too often the complexity of the health and care system adds unnecessary stress. At the heart of this is time. Time is important to everyone whether as patients, as family or carers, or as staff delivering care.

We will improve services to make every moment count.

### There's no place like home



#### 1 in 5

of our staff work out and about in the community

And our NHS teams are supporting local people to stay in control of their health at home

When people need care in hospital we are committed to getting them home again as soon as possible

We can join the dots between care at home and hospitals



### Size matters



We are the largest NHS organisation in East Anglia employing more than 11,000 staff and several of our clinical services are among the largest in England:

- Acute children's services
- Oncology
- Trauma and orthopaedics
- General surgery
- Urology
- Ophthalmology

Our values are: **optimistic, appreciative and kind**

## **Background of East Suffolk and North Essex Foundation Trust**

ESNEFT was formed on 1 July 2018 following the merger of two NHS trusts in Colchester and Ipswich & east Suffolk. We became one of the largest NHS organisations in the region, and in 2021 grew further still when we began working in collaboration with other providers to provide community services in north east Essex.

As well as Colchester and Ipswich hospitals, our teams provide care and services from Aldeburgh, Clacton, Harwich, Halstead and Felixstowe hospitals, Bluebird Lodge in Ipswich and the Primary Care Centre in Colchester. Not forgetting our community teams who are based in local health clinics, surgeries and those who visit patients' homes.

## **Living in east Suffolk and north Essex**

Whether it's a walk through the Constable countryside of the Dedham Vale, an amble around Woodbridge or a trip to splash in the sea at Frinton, there's plenty on offer in Suffolk and Essex.

Boasting brilliant shopping locations of Ipswich and Colchester, as well as many beautiful towns such as Framlingham, Lavenham or Wivenhoe, the two counties aren't short of places to visit. Quirky independent shops feature in many towns and villages, but you don't need to go that far to find your favourite larger retailers.

Woodbridge, Dedham Vale and the Shotley Peninsula were all named in the Sunday's Times' Best Places to Live guide 2021, but there are many towns and villages that offer pretty chocolate box scenes known in Suffolk and Essex, with an excellent choice of both state and private-sector schools.

With its rich history and status as Britain's oldest recorded town, Colchester isn't just a shopping destination, but has a strong cultural identity with its numerous galleries, theatres and arts venues. Suffolk's main town of Ipswich is a bustling place to visit, whether you're shopping, visiting the regenerated waterfront area, or spending time at one of the many bars or cafes.

Suffolk and Essex are holiday destinations for a reason. The beautiful stretch of coastline along Suffolk and Essex offers everything from the pier and heritage of Southwold, the amusements at Clacton to sights such as Thorpeness' House in the Clouds. Long before Ed Sheeran sang about the 'castle on the hill' in Framlingham, Jimmy made its mark on the map with his TV-famous farm, and there's no shortage of days out including Sutton Hoo, Kentwell Hall, Colchester Castle or Audley End Hall.

Watch the video below about living and working in Essex & Suffolk

<https://www.youtube.com/watch?v=GkPu7HphU8A>

## Our structure and people

Our Trust is organised into clinical divisions (see below) supported by a series of corporate services.

- Medicine (Colchester) and Medicine (Ipswich)
- Cancer and Diagnostics
- Musculoskeletal and Special Surgery
- Surgery and Anaesthetics
- Women's and Children's
- Integrated Pathways
- North East Essex Community Services

The role you have expressed an interest in is in the Musculoskeletal and Special Surgery division and the ENT clinical delivery group is within that divisional.

Each division at ESNEFT has a divisional clinical director, an associate director of operations and an associate director of nursing, as well as a series of senior leadership positions supporting the clinical delivery group.

Information about our Trust Board can be found on the [About Us section of the ESNEFT website](#). Our Chief Executive is Nick Hulme and our Trust chair and Non Executive lead is Helen Taylor.

Our people values are: Optimistic, Appreciative and Kind.

## A role in Ear, Nose and Throat

An opportunity has arisen to join our team at Colchester Hospital in ENT.

We are inviting applications for a full time consultant with a special interest in Head & Neck surgery

*Applicants will have completed CCT or equivalent (CESR) and must be on the Specialist Register.*

The Musculoskeletal and Special Surgery divisional leaders are:

- Divisional clinical director Mr Mark Bowditch
- Associate director of operations Mr Rob Power
- Associate director of nursing Mrs Kay Hamilton

Our Ear, Nose and Throat leaders are:

## Colchester

Clinical Lead – Mr Arcot Maheshwar  
General Manager – Mr Scott Stavri  
Matron – Mrs Lynda Kitching  
Clinical Director – Mr Jignesh Patel  
Operational Coordinator – Miss Pamela Worsley

Other clinical delivery groups in the division are:

Dermatology  
Ophthalmology  
Oral Surgery / OMFS  
Plastic Surgery

## Information about the Department

### The Department

The consultant team and there areas of special interest are as follows:

#### Consultants

##### Colchester

Mr Arcot Maheshwar	Head and Neck Surgery, Colchester and Chelmsford (Clinical Lead – Colchester)
Mr Dimitris Ioannidis	Rhinology and Paediatric, Colchester and Ipswich
Mr Abdul Qureshi	Benign & Diagnostic Head and Neck, Thyroid Surgery, Colchester
Mr Ashish Alappatt	Otology and Balance, Colchester
Mr Carlos Fernandes	Head and Neck and General, Colchester (locum)

##### Ipswich

Mr Sachin Patil	Otology and Paediatric, Ipswich and Colchester (Clinical Lead – Ipswich)
Mr Andreas Hilger	Head and Neck and General, Ipswich
Mr Jim Fong	Head and Neck, Thyroid Surgery, Ipswich and Norwich
Mr Billy Wong	Head and Neck, Thyroid Surgery, Ipswich and Norwich
Mr Satish Agrawal	Rhinology and General Ipswich (locum)

#### Specialty Doctors

Mr Prashant Kashyap, Colchester  
Mr Waruna Jayasinghe, Colchester  
Mr Vineet Jain, Colchester  
Ms Nisha Kumar, Ipswich  
Mr Arun Patole, Ipswich

### Specialist Registrars

Two at Colchester and three at Ipswich

### Junior Doctors

Two FY2, two FY1, two GPVTS and two CST at Colchester

One FY2 and one GPVTS at Ipswich

### Head & Neck Specialist Nurse

Jessica Osborne (HN) Colchester

Lucy Osborne (HN) Colchester

Cheryl Yildiz (HN) Ipswich

### Nurse Practitioners

Natasha Cook, Colchester

Liz Thompson, Colchester

Susan Watson, Colchester

Sarah Baker, Ipswich

Jane Corrick, Ipswich

Rebecca Pryke, Ipswich

Revelita Lacorte, Ipswich

Jacob Paton, Ipswich

The department of Otolaryngology is currently hosted by Colchester and Ipswich Hospital. It services the patients of the East Suffolk and North Essex with a population of around 800,000. It provides modern outpatient facilities with state of the art microscopes and video-endoscopy, as well as vestibular lab and extensive audiology services. Oral surgery and SALT are co-located to facilitate care of head and neck cancer clinics.

The following specialist clinic are provided:

- MDT Head and Neck clinic run jointly with Radiotherapy/Oncology, Plastic Surgery and Maxillofacial colleagues
- Thyroid clinics
- MDT Paediatric Specialist Hearing clinic held with Community
- Nasal Allergy clinic
- A Balance Clinic
- A Tinnitus Clinic
- Joint voice clinics with access to video stroboscopy
- Swallow clinic
- BAHA clinic
- Regular 2WW and cancer clinics
- Nurse led microsuction

On-call provision is still provided by both sites, however this is provided on a HOT/COLD basis alternating between the two sites on a week by week basis.

Each hospital site has dedicated ENT theatre facilities for ENT in-patient and day case operations. Theatres are fully equipped with new Leica F40 microscopes Colchester and ceiling mounted Zeiss microscopes at Ipswich, the latest generation Medtronic nerve monitors, CO2 and diode laser (Ips), Skeeter drill, Hopkins Rod Operating Oscopes, a full range of FESS kit including HD monitors and the latest generation Medtronic micro-debrider and drills as well as Harmonic scalpel.

Audiology on both sides provides Hearing Therapy as well as standard audiometry, ERA, OAE, VNG and a hearing aid service. There is provision for most state of the art balance tests and both sites are supported in vestibular rehabilitation service by a dedicated physiotherapy team. There is also close liaison with the Speech and Language Therapy Department.

Outpatient clinics are held mainly in the base hospitals, in addition there are outreach clinics at Clacton and Harwich community hospitals.

The Head & Neck teams are well supported by multidisciplinary teams and both hospitals provide specialist chemotherapy and radiotherapy as primary or post-operative treatment.

Cancer surgery for North Essex patients is currently carried out at Broomfield Hospital, Chelmsford whereas East Suffolk patients are treated at Norfolk and Norwich University Hospital, Norwich. As indicated above the head and neck consultants provide those surgical sessions.

The service sees approximately 3,500 target 2WW referrals a year, treatment approximately 220 Head & Neck cancers annually.

## **Main Duties and Responsibilities of the Post**

### **General**

The department fosters sub-specialist interest underpinned by some cross site working that would offer the individual consultant's expertise to the whole population service. The new post holder will be based at Colchester - a cross cover on call service provision is in place with Ipswich hospital (35 minutes apart by car). Complex H&N surgery is currently undertaken at Bromfield hospital, Chelmsford (30 minutes from Colchester by car), where the regional H&N MDT is based as well as major Maxillofacial and Plastics units. The successful applicant will be allocated lists at Broomfield hospital, Chelmsford to allow him/ her to undertake complex H&N surgery.

### **The Post**

Applications are invited for one post of Consultant in Ear, Nose and Throat Surgery with East Suffolk and North Essex Foundation Trust. Applicants should be well trained in general ENT surgery and should have developed an interest in Head & Neck surgery.

We equally encourage applicants that may have planned a post certification fellowship to hone their sub-specialist interest in Head & Neck surgery.

You will help to lead an excellent multi-disciplinary team in a department that has a tradition or promoting innovation and development.



Applications will be considered from those unable, for personal reasons, to work full time. The appointee will be expected to hold FRCS ORL-HNS or equivalent. Full registration with GMC is essential. Applicants must be on the GMC specialist register, or within six months of obtaining CCT by the interview date.

## **Mentoring**

Mentoring colleagues is a clear strength of this ENT department. We are well aware of the challenges that may arise for a new consultant, with the transition from supervised trainee to independent consultant in a relatively short time.

We will therefore create a starter timetable where one outpatient session is converted into a theatre session doubling up with a more experienced colleague that will, amongst others, help to tackle the more complex cases that can often be found in the day to day working.

## **Key information about the Post, Duties and Responsibilities**

### **GENERAL**

The post holder will:

- Work with colleagues to provide a Consultant led service with the highest standard of care.
- Work with the multi-professional team to develop care pathways and clinical guidelines.
- Develop and maintain good working practices with wards, outpatients and the ED department.
- Collaborate and promote close working links with colleagues, other departments and primary care.
- Offer educational, clinical support and leadership and junior medical colleagues, nursing colleagues and other members of the multi-disciplinary.
- Ensure appropriate information is made available to staff to measure clinical performance and enable meaningful benchmarks to be established and evaluated within your area of responsibility.
- Ensure there is a robust process for reviewing the quality of services provided, explaining the causes of success and failure and ensure the highest standards are maintained.
- Provide a role model of professional leadership, which underpins the corporate values and behaviours agreed by the organisation, ensuring these are understood and demonstrated by the medical workforce within your area and take remedial action where poor behaviour are demonstrated.
- Ensure that junior doctors training conforms to College requirements.
- Participate in the appraisal of medical staff within the department in line with the trust's agreed policy.

### **CLINICAL**

The key duties and responsibilities of the post will be:

- Provide cover as an ENT surgeon but will have a special interest
- To play an active part in education programmes for junior medical staff, including formal teaching sessions and clinical audits relevant to the needs of the unit.
- To teach and train staff in other medical disciplines, nursing and support staff as appropriate.
- Issuing of advice to GPs on suitability of patients for referral to hospital

### Envisaged Job Plan

A formal job plan will be agreed between the appointee, the Lead Consultant and the Divisional Director/Department General Manager.

The trust aims to achieve a standard job plan which in this case will comprise of 8 direct clinical care programmed activities including 1PA admin, 1 PA on call and 2 SPA's. The job planned will be reviewed within 6 months of appointment to adjust to any additional SPA activity undertaken by the appointee. The 1 PA for on call will be 1:10 shared rota with Ipswich Hospital. Travel time is included in the job plan. This includes travel between Colchester and Chelmsford where the applicant will perform surgeries and attend MDT. Post-operative care at Broomfield hospital will be provided by the Broomfield team. The applicant will undertake clinics and surgeries on children. They will be expected to be compliant with the Trusts' protocols and guidelines of treating children. On call is shared between Colchester and Ipswich. During the "hot " on call, the Speciality Doctor / Registrar on call at the "hot" site has no clinical activities and is on site to help with the emergency work. The "hot" on call consultant has his / her clinical commitments as usual. There is a consultant and middle grade on call at the "cold" site as well to attend to any airway or immediate emergencies at the "cold" site. Another other emergencies are either dealt with at the "cold" site or transferred to the "hot" site. Hence the "hot" consultant is not expected to travel to the "cold" site during working hours. If the appointee only does clinics at Colchester the travel time is not applicable. The appointee may opt to undertake additional PA's beyond 10 PA's after mutual agreement at the job planning meeting. The consultant is expected to participate in teaching, audit, CPD etc. Local agreement has been reached that one of the SPA's may be worked flexibly and the remainders should be timetabled.

### Provisional Time-table

Monday	0900-1300 PM	Clinic (alt week)/OFF OFF	DCC	0.5 1
Tuesday	0800-1700 0700-1800	All day list at Col (alt week) All day list at Brom. (alt week) inc. travel time	DCC DCC	1.12 1.38
Wednesday	09:00-13:00 13:00-17:00	Admin Clinic	DCC DCC	1 1
Thursday	0900-13.00 13.00-17.00	Clinic (alt weeks) SPA	DCC SPA	0.5 1
Friday	0800-12.00 13.00-17.00	MDT (alt weeks) SPA	DCC SPA	0.5 1
Out of hours	On-call	Variable frequency	DCC	1
Total				10

This timetable could be varied by rearrangement of the current consultants' timetables to accommodate any constraints imposed by the appointees' special interest and available clinical space in the department.

## **Management**

The Divisional Clinical Director is responsible for managing the Clinical Delivery Group, and its performance, and plays an important part in the strategic management of the hospital as a member of the Trust Senior Leadership team. All clinicians are encouraged to play an active role in the management of the hospital and services.

East Suffolk and North Essex Foundation Trust expects its entire professional staff to maintain a high level of competence, maintaining their time effectively and using expensive resources both responsibly and efficiently. Naturally, it is assumed that all staff will treat patients with both dignity and understanding, and that they will strive to work well together.

Medical members of staff are expected to contribute to the general management of the hospital, and to develop links with the community. They are also expected to work as members of the team with Resource Management accountability to the Divisional Clinical Director.

## **Continuing Professional Development**

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and Royal College and is committed to providing time and financial support for these activities.

## **Research, Audit & Teaching**

In conjunction with consultant colleagues he/she will organise and supervise the teaching of junior medical staff and students in the department.

Research, audit and teaching are vital for the growth of effective clinical care. The consultant will be expected to support and foster these non-clinical roles in conjunction with the incumbents and to take part in the teaching of medical undergraduates and postgraduates.

## **Administration**

It is expected that all consultants will share the administrative duties associated with the running of an effective department, which will include defining policy and guiding, advising and co-operating with Practitioners in the Trust, General Practitioners and staff in the Community.

## **Office accommodation and secretarial support**

A dedicated administration support team supports the Department. The successful candidate will have dedicated desk space, office computer and Secretarial support.

## **Revalidation**

The Trust has the required arrangements in place to ensure that all Consultants have an annual appraisal with a trained appraiser and supports Consultants going through the revalidation process.

## **Mentoring**

The Trust is keen to support newly appointed consultants with named mentors.

### Arrangements for leave

All requests for leave are considered in regards to the provision of service requiring normally eight weeks' notice. The current on call rota includes prospective cover and therefore timely swaps with colleagues would be required when booking leave.

## EDUCATION & TRAINING

The Trust is keen to develop our staff and there are excellent learning and education facilities at both Colchester and Ipswich Hospitals.

All Consultants are expected to contribute to our teaching programmes for Foundation, IMT, GP, Higher Specialty Training and the current programme is below. In addition, there are many opportunities to support the multi-professional teaching and development.

	Cross site	
Grade		
F1	Tuesdays	1200-1300
F2	Tuesdays	1300-1400
IMT	Fridays	1300-1400
Departmental junior doctors teaching 1315-1400 (fortnightly on Fridays)		
Med SPR	Third Tuesday every month	
Grand Rounds	Wednesday	1230-1330
Journal Club	Wednesday Lunchtime	
Surgery	Friday	0800-0900

The Trust has medical students attached from the University of Cambridge, University of East Anglia, Anglia Ruskin University and Queen Mary's School of Medicine. Departments organise local teaching and all Consultants are encouraged to participate.

We expect all Consultants and SAS doctors to become an Educational Supervisor. We offer a dedicated training and support package locally and with HEE East of England.

The appointee will be expected to participate in audit projects associated with the department. Medical audit sessions are held regularly every month and attendance is mandatory (it is expected that the consultants will attend 75% of them during the year).

The appointee will participate in clinical governance activities, risk management, clinical effectiveness and quality improvement program activities as requested by both the Trust and external organisations.

Research is encouraged with the support of the ESNEFT Research Team and Local Ethical Committee.

Study leave for all senior grade doctors (Consultant and SAS) to complete Continuing Professional Development is 30 days over a 3 year period. The Trust will fund activities up to a local ceiling which is currently £700 per annum, per consultant.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust.

### **General Conditions of Appointment**

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council, NHS Indemnity and private cover if appropriate. The appointee is advised to maintain membership of a Medical Defence Organisation for professional duties not included within the NHS Indemnity Scheme.

Consultants are required to have continuing responsibility for the care of patients in their charge and for the proper functioning of their departments. They are expected to undertake administrative duties that arise from these responsibilities. Specifically, Consultants will co-operate with the Divisional Clinical Directors to ensure timely and accurate production of discharge letters and summaries of patients admitted under their care. "Timely" will, as a minimum, be the meeting of standards agreed between the Trust and the Purchasers. Current standards are:- discharge letter will be given to the patient on discharge, with a copy to the GP on the same day; a summary will reach the GP within 10 working days of patient discharge.

The appointee will be accountable managerially to the Divisional Clinical Director and the Chief Executive, and professionally to the Chief Medical Officer of the Trust.

The post is covered by the Terms & Conditions of Service of ESNEFT, which primarily reflect the New Consultant contract. Terms and Conditions – Consultants (England) 2003. Consultants will normally be appointed on the bottom of the consultant salary scale except where they have recognised seniority at a consultant level.

The appointee may be required to undergo a medical examination prior to appointment and will be required to attend the Occupational Health Department within one month of commencement.

The 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 (Exceptions) Order 1975. 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 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 to which the Order applies.

In accordance with the Protection of Children Act 1999, Criminal Justice and Court Services Act 2000 and Care Standards Act 2000 (Part VII – Protection of Vulnerable Adults, the Trust has a legal duty to safeguard children and vulnerable adults in its care from the potential risk of associating with persons

with previous convictions involving children and vulnerable adults. In order to carry out checks on those persons having access to children and vulnerable adults, the Trust will use the Criminal Records Bureau (CRB) disclosure service.

The Trust is a no smoking hospital and smoking is not permitted on any of the Trust's premises. All Trust staff are responsible for complying with Trust Infection Control policies and clinical guidelines.

## **GENERAL INFORMATION**

### **Electronic Patient Records system**

There is an established hospital information and support system (Lorenzo in Ipswich and Medway in Colchester). A project is underway to upgrade to a new electronic patient records system – it's the biggest digitisation investment at ESNEFT for the next 10 years.

### **Quality**

The Trust is committed to providing patient care of the highest quality and requires all staff to play an active role in achieving this.

### **Confidentiality**

During the course of his/her duties, the post holder may have access to confidential information which must not be divulged to any unauthorised persons at any time, this includes compliance with the Trust's Policy on Data Protection.

### **Trust Policies**

The post holder is required to comply with all the Trust's policies

### **Relocation Package**

The Trust has designed its scheme to be as flexible as possible to enable employees to maximise their benefits. Further information can be obtained from the Human Resources Department.

### **Interview Expenses**

All potential applicants are advised the Trust will only reimburse travel and hotel accommodation expenses in respect of the interview and one preliminary visit. In the case of candidates attending from outside of the United Kingdom, expenses will only be met from the port of entry.

### **Enquiries and Visits**

Applicants or prospective applicants are encouraged and welcome to visit the department and to meet prospective colleagues. Arrangements for visiting can be made by contacting us.

Requests for visits to the unit should be made to:

Mr Scott Stavri  
General Manager  
[Scott.Stavri@esneft.nhs.uk](mailto:Scott.Stavri@esneft.nhs.uk)

Mr Arcot Maheshwar  
Clinical Lead – Colchester  
[Arcot.Maheshwar@esneft.nhs.uk](mailto:Arcot.Maheshwar@esneft.nhs.uk)

**PERSON SPECIFICATION Ear, Nose and Throat Consultant**

**GRADE: CONSULTANT**

**SPECIALITY: Ear, Nose and Throat**

<b>JOB REQUIREMENTS</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Full registration with the General Medical Council with a licence to practice</li> <li>• FRCS ORL-HNS or equivalent</li> <li>• Entry on Specialist Register (or entry expected within 6 months)</li> </ul>	<ul style="list-style-type: none"> <li>• Fellowship</li> </ul>
<b>Clinical Experience</b>	<ul style="list-style-type: none"> <li>• Adequate specialist training in ENT surgery.</li> <li>• Experience of postgraduate and undergraduate teaching</li> <li>• At least 5 years at HST level (or equivalent)</li> <li>• Role as a consultant and all its implied responsibility for clinical management tasks</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of work submitted for Peer review</li> <li>• Evidence of having undertaken audit work that has brought about change</li> <li>• Evidence of having undertaken original research</li> </ul>
<b>Skills, Knowledge and Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Ability to lead and work as part of a multi-disciplinary team</li> <li>• Ability to lead, communicate, liaise and negotiate with others</li> <li>• Ability to advise on efficient and smooth running of specialist service</li> <li>• Ability to motivate, innovate and support staff of all disciplines</li> <li>• Ability to organise and manage outpatient priorities and waiting times / lists</li> <li>• Ability to manage and lead clinical team, competent in basic information technology.</li> <li>• Ability to supervise, appraise, coach and mentor trainee and other doctors</li> <li>• Ability to design and deliver talks, lectures, workshops effectively</li> <li>• Experienced in demonstrating clinical procedures, techniques to other healthcare professionals</li> <li>• Commitment to continuing medical education</li> <li>• Ability to organise and participate in</li> </ul>	<ul style="list-style-type: none"> <li>• Management training and experience</li> </ul>



	<p>and evidence of teaching and training undergraduate and postgraduate students</p> <ul style="list-style-type: none"> <li>• Ability to organise and prioritise work effectively and be involved in the organisation of the department.</li> </ul>	
<b>Teaching Experience</b>	<ul style="list-style-type: none"> <li>• Ability to teach clinical and operative skills commitment to continuing medical education</li> </ul>	
<b>Personal Skills</b>	<ul style="list-style-type: none"> <li>• Enthusiastic. Flexible approach</li> <li>• Ability to cope with change</li> </ul>	
<b>Other requirements</b>	<ul style="list-style-type: none"> <li>• Must be able to travel to meet requirements of the post.</li> <li>• Educational/Clinical Supervisor (the necessary training will be provided for applicants that have not undertaken these roles previously)</li> </ul>	<ul style="list-style-type: none"> <li>• Live within a 10-mile radius of the relevant hospital site or within 30 minutes' drive.</li> </ul>