Consultant Job Description

Grade: Consultant Medical Oncologist with major interest in Breast cancer, Second sub-speciality and AOS

Department: Oncology

Reports to: Clinical Director of Oncology and Haematology

Job Summary:

We are seeking an enthusiastic consultant colleague to join our existing team. This is a new 10 PA post to support increasing demand from our thriving Breast cancer practice. A second sub-speciality will be accommodated depending on the interest of the candidate and this is encouraged to be discussed with the department.

Candidates wishing to work less than 10 PAs are welcome to discuss their requirements with the department, and where arrangements can be made ensuring continuity of care, part time working will be possible.

Key Responsibilities:

The appointee will join the Oncology Team as a Medical Oncology Consultant and will be expected to participate in all facets of departmental activity.

A full time substantive consultant medical oncologist post of 10 PA (8DCC and 2SPA) is available, covering:

- Breast Chemotherapy
- Second sub-specialty
- Acute Oncology Service
- Research

A part-time appointment would be considered with appropriate reduction in clinical responsibilities.

The post will be based at Queen Alexandra Hospital. Full participation in teaching, audit and research will be expected. The trust runs a mentorship scheme which is accessible to all new consultants.
Person Specification

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Fully registered with GMC with a licence to practice</td>
<td>MRCP/FRCP or equivalent BSc MD</td>
</tr>
<tr>
<td></td>
<td>Entry on the GMC Medical Oncology Specialist Register via</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• CCT (or within 6 months at interview)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• CESR or</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• European Community Rights</td>
<td></td>
</tr>
<tr>
<td><strong>Clinical Experience</strong></td>
<td>Evidence of expertise in the areas of special interest relevant to the Job Plan</td>
<td>Breadth of experience in and outside speciality. Evidence of a clinical or research fellowship.</td>
</tr>
<tr>
<td><strong>Knowledge</strong></td>
<td>Able to demonstrate appropriate level of clinical knowledge. Knowledge and use of evidence based practice.</td>
<td></td>
</tr>
<tr>
<td><strong>Skills</strong></td>
<td>IT skills. Good written and spoken English language ability and able to communicate effectively with patients and colleagues.</td>
<td>Effective, confident presentation ability. Facilitation skills</td>
</tr>
<tr>
<td><strong>Research/Publications</strong></td>
<td>Experience of recruiting to clinical trials</td>
<td>Research experience</td>
</tr>
<tr>
<td></td>
<td>Willingness to participate in research as a consultant</td>
<td>Published research in peer reviewed journal</td>
</tr>
<tr>
<td></td>
<td>Participation in audit</td>
<td></td>
</tr>
<tr>
<td><strong>Leadership/Management</strong></td>
<td>Evidence of leadership/management experience within or outside of medicine. Evidence of effective team-working</td>
<td>Formal management training/qualification Ability and enthusiasm for leading service improvement</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Teaching Experience</strong></td>
<td>Evidence of effective teaching of SHO’s.</td>
<td>A formal teaching qualification Training of registrars</td>
</tr>
</tbody>
</table>

Values based behaviours for leaders

In discussion with its leaders The Trust has developed a Leadership Framework, based on its Values. As a result the following expected standards for leadership have been identified, which all leaders will be required to demonstrate.

**Strategic approach** (clarity on objectives, clear on expectations)

- Plans and takes initiative in the best interest of the patient
- Makes decisions based on organisation strategic direction
- Makes success criteria clear to others and focuses them on what matters most
- Avoids major problems through anticipation and contingency planning
**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

- Consistently seeks to understand and meet the needs and interests of patients
- Asks open questions and listens to other ideas to develop joint solutions
- Involves key stakeholder and staff in planning organisational change

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

- Articulates a compelling vision of how things could be and might be
- Consistently delivers on promises
- Consistently acts in accordance with, and champions PHTs values
- Displays sensitivity to the needs and feelings of others
- Has a zero tolerance to, and challenges bad behaviour
- Actively manages poor performance

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

- Motivates others through infectious enthusiasm and ‘can do’ attitude
- Maintains optimism and sense of humour in stressful situations
- Emphasises the positive side of difficulties, portraying them as opportunities
- Finds ways around seemingly insurmountable obstacles, not easily defeated
- Infuse pride and joy in work
- Lead by example by taking responsibility, being compassionate and aspiring for excellence

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

- Takes proactive steps to develop team members using a variety of approaches
- Involves team members in planning and delivering change
- Stimulates and communicates cross disciplinary communication
- Recognises and rewards effort, not just achievement
- Matches the needs of activity to available resources
- Seeks out and listens to team members and stakeholders, welcoming warnings or problems

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**