Consultant Psychiatric Job description

Job title: Consultant in ADHD Service within Child and Adolescent Psychiatry working across Suffolk

Bases: Coastal IDT, Walker Close, Ipswich and Ickworth Lodge, Bury St Edmunds

Number of PAs: 8 – Job sharing considered

Professionally accountable to: Medical Director via Deputy Medical Director (Suffolk)

Operational reporting to: Locality Managers, East and West Suffolk

Trust Introduction

Norfolk and Suffolk NHS Foundation Trust was founded in January 2012 coming together from Norfolk & Waveney Mental Health NHS Foundation Trust and Suffolk Mental Health Partnership.

The Trust provides mental health, substance misuse and learning disability services across Norfolk & Suffolk. The Trust believes in whole life care and understands the importance of good physical health, maintaining relationships and achieving a balance between treatment and continuing an active life.

The Trust has inpatient facilities across both counties with smaller bases in rural locations. Many of the Trust's services are offered in the community, enabling service users to receive the support they need in an environment familiar to them.

Our services include:

- A Suffolk wide Access and Assessment Service which includes a crisis assessment function and operates 24/7.
- Comprehensive community psychiatric services delivered by Integrated Delivery Teams (IDTS) in Suffolk which include:
  - Child and Family pathway
Youth pathway
Adult pathway
Complexity in Later Life pathway
Neurodevelopmental pathway
Enhanced Community pathway

- Acute Services including Home Treatment and Inpatient Services
- Liaison Psychiatry Service
- Community Eating Disorder Service
- Wellbeing Service and Psychological Therapies

Trust Population details (as of December 2012):

<table>
<thead>
<tr>
<th>Location</th>
<th>Population</th>
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<tbody>
<tr>
<td>Norfolk West</td>
<td>226,449</td>
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<tr>
<td>Norfolk GYW</td>
<td>227,737</td>
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<tr>
<td>Norfolk Central</td>
<td>482,195</td>
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<tr>
<td>Suffolk East</td>
<td>387,924</td>
</tr>
<tr>
<td>Suffolk West</td>
<td>237,031</td>
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</tbody>
</table>

July 2013 saw the implementation of the Trust Service Strategy in Suffolk. This began with the way in which we deliver all of our community services in Suffolk. This work followed a period of approximately 18 months planning and involved significant reorganisation of community services allowing for the different specialities to be brought together into Integrated Delivery teams (IDTs). It is through this work that new pathways, for instance the Enhanced Community pathway and their associated posts exist.

The IDTs allow for specialisms to work more closely together than previously, to form links with specific local areas and their service users and build relationships with their local partners, including GPs and third sector providers and move away from the old tendencies to work in isolation. These new teams have only recently been formed and there is still scope for new colleagues to influence the future developments of the service area they join.

Medical Management

The Medical Director is supported by two Deputy Medical Directors, Suffolk and Norfolk.

Each locality in Suffolk has two Lead Clinicians, currently a Consultant Psychiatrist and a Consultant Psychologist in each. There is also a Suffolk Lead Clinician in the Primary Care Pathway. These individuals work closely with the Locality Managers and Director of Operations for Suffolk.
NSFT Medical Staff

The medical establishment of the Norfolk and Suffolk NHS Foundation Trust consists of approximately 80 whole time equivalent Consultant posts in the Trust, approximately 30 whole time equivalent Speciality Doctor posts and 43 whole time equivalent training grade posts. There are approximately 8 Consultant Child and Adolescent Psychiatrists working in Suffolk, including dedicated CAMHS, LD and CAMHS Eating Disorder posts (full time).

The makeup of the Trust is multidisciplinary, including social service colleagues, community mental health nurses, clinical psychologists, occupational therapists, art therapists, nurse therapists and support workers.

Overview of Suffolk

Suffolk’s County town is Ipswich, based in the East of the County. An old port, its dockland area, is undergoing extensive renovations and it is expanding with an influx of high tech industries.

Bury St Edmunds is the main town in West Suffolk; a cathedral town, which is rapidly expanding with a new shopping complex and housing redevelopments.

West Suffolk is bordered by East Suffolk, Norfolk, Cambridgeshire and Essex and some staff commute from these neighbouring areas. Cambridge is only 45 minutes from Bury St Edmunds. Chelmsford and Colchester are about an hour away.

The area of mid-Suffolk, Constable Country, boasts several market towns dating from medieval times, as well as a wealth of churches and pink-washed thatched cottages.

The Heritage Coast, from Southwold to Orford and Aldeburgh, is an area of great natural beauty, increasingly popular with weekenders and holidaymakers. It remains largely unspoilt with many recreational amenities and excellent golf courses.

There are good local schools in both the local authority and independent sectors, in both Ipswich and Bury St Edmunds. Housing is expensive in some areas but costs remain significantly lower than Cambridge or London; the latter being accessible by car or train in 90 minutes. There is a wide range of housing available from modern to period, in rural village and urban settings.

Stansted Airport is less than an hour from Ipswich. There is an HSS connection from the port of Harwich to the Netherlands. Transport links within the County are generally good, allowing for its rural nature with the A14 running from East to West.

We believe these factors, combined with our good working relationships, have contributed to high levels of recruitment and retention of consultants and other staff.
The Post

Job Summary

This is a new post commissioned in Suffolk as a County-wide service. The Consultant Psychiatrist position represents a key clinical leadership role within that service.

The post is for a Consultant Psychiatrist in Child and Adolescent Psychiatry.

This post is to provide ADHD Consultant input for those aged up to 17 years. An adult trained consultant provides for ADHD patients aged 18 and over.

The key clinical roles for the Consultant include providing diagnostic assessments, following on from initial nursing assessments and MDT review, setting up ongoing MDT management plans, patient reviews as required – at least annually as per NICE Guidelines. Providing supervision and support to other staff in the MDT and consultation and advice to GPs and other clinicians in the Child and Family and Youth Pathways as appropriate are also key elements of this post.

Community Child and Adolescent Psychiatry in Suffolk

There are five Integrated Delivery Teams (IDTs) in Suffolk; two in the West locality, three in the East locality. These teams hold the bulk of the community services that the Trust offers and allow for strong links and working relationships between specialities and professional groups. They prevent services working in isolation. Because of the need to maintain a critical mass of staff, it has been agreed that the ADHD Service will be offered out of one base in the East and one in the West, rather than being split into five IDTs. In West Suffolk they operate from Ickworth Lodge situated in Bury St Edmunds. In East Suffolk they will operate from the Coastal IDT based in Ipswich. These staff will still work with their other colleagues in the IDTs and keep connection with the IDTs so as to not remain isolated and to manage transitions and co-morbidities.

The pathways can be briefly described as below; what was being provided through traditional CAMH Services has now been split into two new pathways:

The Child and Family Pathway: This pathway is primarily for children aged 13 and under, and their parents or carers. At 13 to 14 years thought will be given to the needs of the child and whether it is likely that they are going to require the input of the Youth Service, or whether a little longer in the Child and Family Service would suit their needs better. The Pathway places emphasis on the prevention of mental health problems later on by addressing parenting difficulties, attachment problems and mental health problems in early childhood. There is an emphasis on systemic interventions and multi-agency working.
**The Youth Pathway:** This pathway is primarily for people aged between 14 and 24 who have, or who are at risk of developing, mental health difficulties. This service places emphasis on engaging with young people in ways that make the service accessible and acceptable to them. The service will also place an emphasis on helping young people towards healthy adult lives that are not blighted by mental health problems. There will be a focus on developmental and systemic issues and transition from childhood to adulthood. This service will see people with mental health problems and mild learning disabilities where their needs are best met by this Pathway. The Eating Disorder Service will be hosted in the Youth People’s Pathway and will be an age-inclusive service. The Pathway will have input from both adult psychiatrists and CAMHS trained psychiatrists, according to the proportional needs of the population served.

These two Pathways will be complemented by colleagues working in the Neurodevelopmental Pathway, the Enhanced Community Pathway, the Adult Pathway and the Complexity in Later Life Pathway within each IDT. Hence, all colleagues from all community services and all professional groups will be meeting and working alongside each other, allowing for greater integration of skills to develop while maintaining specialist expertise. The age guidance given above with regard to Pathways is purely an outline and not to be seen as a barrier to a service user. The service user should always be seen by that part of the service which can best meet their needs.

**Inpatient Facilities:** Specialist Child and Adolescent beds are provided by the Trust; based in the Dragonfly Unit, near Lowestoft, Suffolk.

For other services, the inpatient beds in Suffolk are currently based in Bury St Edmunds in West Suffolk and in Ipswich for East Suffolk. Most of the adult wards are currently on District General Hospital sites. There are inpatient facilities for those over the age of 18 years in both bases, as well as later life inpatient services.

Currently inpatient services for those with a learning disability are based in Ipswich. There are beds for under 18s with learning disability in the East of Suffolk, managed by the Trust. A full time consultant psychiatrist post with SAS support exists there.

These services are all currently undergoing review in the context of the broader Service Redesign and are likely to be changing over the next few years.

**Summary of Duties**

This 8 PA post has 6.0 direct clinical programmed activities and 2.0 programmed supporting professional activities.

The job plans and working patterns of doctors reflect the functional requirements of the Locality and the National Service Framework for Mental Health and are not determined by catchment area.
a. All whole time doctors are expected to work a minimum of 7.5 programmed clinical sessions in one or more of the clinical teams; this is reduced proportionally for part time posts. Through job planning and agreement the remaining sessions allow for the possibility of a special interest, teaching and research, management duties, administration and continuing professional development.

b. These arrangements allow for some flexibility and the opportunity for doctors to change their working patterns and clinical interests as things develop. With regular job plan reviews it is expected that doctors roles will be flexible and the focus of the role change the from time to time, e.g. from predominantly in-patient to say primary care.

**Main Duties**

Duties include: (this is not an exhaustive list)

**General**

- The post holder is appointed as a senior professional in order to provide advanced professional expertise and clinical leadership. As such, the post holder is expected at all times to conduct him/herself in such a manner as to be demonstrably helping the Trust to deliver its strategic and business objectives, and to act as an ambassador at the interface with external partners and stakeholders. At no time must the post holder bring the Trust into disrepute.

- Additionally, the post-holder, as is expected from the holder of a senior public position, must at all times comply fully with the Nolan Principles and the Standards of Business Conduct.

**Leadership**

- The post holder is being appointed to a post of clinical leadership and will, therefore, be expected to have, and to demonstrate, leadership qualities as set out in the Medical Leadership Competency Framework (NHS Institute for Innovation and Improvement and the Academy of Medical Royal Colleges).

**Clinical**

- The post holder will undertake clinical management of patients seen within the ADHD Service as is appropriate for a Consultant Psychiatrist. This would include diagnostic assessment where required; development of management plans and treatments regimes and interface with paediatrics and GPs, schools and Social Services.
To work with the multidisciplinary team in the assessment, diagnosis and treatment of referred patients; take part in team meetings, supervision and the development of the team. The Trust has an Access and Assessment Team which undertakes assessments of referrals into the service from elsewhere, so the volume of assessment work undertaken by the consultant may be less than in some other community services, but it will be called for at times, particularly if there is diagnostic uncertainty or management review is necessary. The Trust’s Access and Assessment Team has close links and staff working with local Social Services teams and their single point of access for children to improve access to the right services, including ours.

To contribute to the development of the relevant Pathways.

The post holder will undertake, exceptionally, to perform additional duties in emergencies and unforeseen circumstances and to be available for such irregular commitments outside normal duties as are essential for continuity of patient care.

The post holder would be expected to be available to colleagues in primary care for advice about management and referrals in a timely manner.

The post holder would also be expected to contribute to the supervision and support of the staff in their Pathway (medical and non medical), and others in the IDT as required. It is hoped that colleagues will work collaboratively across pathways to support other colleagues; share learning and expertise and improve the network of care that we provide, such that service users and their families get a better service and are less likely to fall between parts of the service in the future.

The post holder would be expected to contribute to the planning of future developments of the CAMHS related services the Trust provides.

The post holder would also be expected to participate in regular Clinical Supervision with peers to maintain standards of care and ensure Clinical Governance needs are met.

There may be other aspects of the post that are more relevant to certain Pathways than others, which would be discussed during the job planning process. This would need input from the IDT manager(s) but to be finally agreed with the Service Manager.

Educational

Supervise and train junior medical staff. This would be as clinical supervisor for any junior colleagues working directly with the post holder in the Child & Family or Youth pathways. Many Consultants take on Educational Supervisor roles for other trainees and successful applicants would be encouraged to pursue this
role. The Trust supports consultants to undertake the required training for such a position and there are regular Educational Supervisor meetings held by the Suffolk Tutor to support the roles and allow for peer discussion of trainee progress and relevant issues.

- There is a Core Programme Director for the Trust, Dr Trevor Broughton, who, together with the Norfolk and Suffolk Tutors, supports the trainees in their placements and rotations. The Trust also has several individuals working at deanery level and having responsibility for organisation and management of higher training rotations.

- Successful applicants would also be expected to provide advice and support for junior colleagues on call or out of hours when on duty themselves. They may also be called upon for such support during the working day if another trainee/junior colleague requires this and is unable to access this supervision from their own clinical supervisor. They would not be expected to give advice outside their area of expertise.

- To contribute to education events for colleagues in primary care and other organisations outside of the Trust as is required for the locality in which the post holder works and as is relevant for the Youth Pathway work and development.

- Contribute to relevant in-house education programmes. In East and West Suffolk there are afternoon in-house educational sessions; Monday afternoon in West Suffolk and Thursday afternoon in East Suffolk.

- To contribute to teaching of medical students. In West Suffolk there are regular groups of students from Cambridge University Clinical Medical School. Medical students from the University of East Anglia attend in East Suffolk.

- Maintain CPD including the Trusts statutory and mandatory training.

**Administration**

- Maintain appropriate administration systems.

- Contribute to data collection systems providing performance and commissioning data.

- The post holder will have access to appropriate PCs and/or other equipment to enable them in these roles.

**Management**

- Manage junior medical staff.
- Work with consultant and management colleagues, service users and stakeholders in the planning, development and management of services.

- Work with clinical teams to achieve agreed performance targets and enhance quality.

**Research and Audit activity**

- Encourage and participate in appropriate research initiatives.

- The Trust actively promotes research and the post holder will be supported in developing their research interests. The Trust Director of Medical Research is Dr Jon Wilson, who has a specific role in supporting research in the Trust. There is an active research and knowledge department that can aid with all stages of processes relating to research. In addition there is a Suffolk lead for research and also a robust Trust-wide audit department. The post holder will be expected to have a role in relevant Clinical Governance activity within aspects of the post and by completing regular audits and clinical improvement measures. This will be determined through appraisal arrangements and contribute to appropriate revalidation.

**Service Delivery and Development**

- Close collaboration with the lead clinician, medical colleagues, managers and stakeholders will be expected in the delivery, management and development of services. Collaboration with other professions and both statutory and non-statutory agencies will be expected.

- The post holder will be expected to play a role in planning, development and implementation of changes to the service in the future.

**Support Linked to this Post**

- This team is newly configured and it is accepted that this may change once the new service model has settled down. At the time of writing this job description, the Child and Adolescent ADHD Service includes:

  1.0 WTE Band 7 Nurse
  1.8 WTE Band 6 Nurse
  2.0 WTE Band 4 CSW
  1.4 WTE Admin

- A Consultant mentor will be allocated for the first six months.
Administrative support is likely to be shared with other Consultant colleagues. The aim has been for there to be 0.5 band 4 admin per 1.0 WTE Consultant medic.

Every full time consultant medic should have their own office. Those who work part time may share.

There is availability of peer groups involving fellow consultants to which the post holder would be invited to attend and contribute. This enables Revalidation requirements to be achieved through participation in case-based discussions.

Appraisal/Revalidation

The post holder will be expected to comply with the CPD requirements from the Royal College of Psychiatrists.

The post holder will undertake annual appraisal in keeping with Trust and National guidance and Revalidation as required by the GMC.

Dr Kapil Bakshi, Deputy Medical Director, has responsibility for co-coordinating the Trusts Appraisal and Revalidation systems, reporting to the Medical Director.

The Trust is using an electronic system to support the annual appraisal process and facilitate its use towards Revalidation.

The post holder will comply with the Trust’s agreed policies and procedures and will always practice in line with the Royal College of Psychiatrists publication ‘Good Psychiatric Practice’ 2009 and the General Medical Council’s ‘Good Medical Practice’ 2013 and any subsequent revision of these publications. The post holder will remain in Good Standing with the Royal College of Psychiatrists.

Proposed Job Plan (this remains flexible, the model below is purely illustrative)

NB. Due to the countywide aspect to this role cross pathway meetings, both clinical and business, will have to be considered in the job planning process. The timing of these meetings may be different in different IDTs. A sensible balance of which meetings are essential and which are desirable would be considered when undertaking any individual job plan and would need to be planned to enable the post holder to undertake their primary clinical role.

The Job Plan is subject to regular review, at least annually, by the post holder, Lead Clinicians and Locality Manager on behalf of the Medical Director. This job description will form the basis of the initial Job Plan. This remains flexible and
will be agreed with the successful applicant after appointment. The example below is illustrative.

➢ If an individual has external responsibilities (for instance College examiner) this will be factored into the job plan. Individuals may have, or seek external duties outside of the Trust. Such work might be local, regional or national and might involve work with the Royal College of Psychiatrists, Medical Schools, the Deanery/Schools, or other organisations. These can be discussed with the Locality Manager, Lead Clinician and if necessary the Medical Director and activities will be job planned.

➢ Special Interest sessions might be relevant for some applicants. These are agreed by negotiation with the Lead Clinician, provided it has relevance to the Locality/Service.
For a 0.8 WTE post holder the job plan could be:

<table>
<thead>
<tr>
<th>AM</th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
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<tr>
<td>SPA Session</td>
<td>Coastal IDT</td>
<td>Ickworth Lodge</td>
<td>OFF</td>
<td>Coastal IDT</td>
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<tr>
<td>Includes teaching programme, peer group, CPD, audit/research, educational supervision, MSC meeting</td>
<td>Direct clinical care activities</td>
<td>Direct clinical care activities</td>
<td>Direct clinical care activities</td>
<td>Direct clinical care activities</td>
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<td></td>
<td>Clinical Pathway meeting</td>
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<td></td>
<td>Review of patients at IDT, liaison with stakeholders e.g. Paediatricians</td>
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<tr>
<td>PM</td>
<td>Ickworth Lodge</td>
<td>Coastal IDT</td>
<td>Ickworth Lodge</td>
<td>OFF</td>
<td>SPA Session</td>
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<tr>
<td>Direct clinical care activities</td>
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<tr>
<td>Review of patients at IDT, liaison with stakeholders e.g. Paediatricians</td>
<td>Clinical Pathway meeting</td>
<td>Clinical Pathway meeting</td>
<td>Clinical Pathway meeting</td>
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<tr>
<td>Includes 1 hour (0.25 PA) clinical supervision of trainees, clinical document action</td>
<td>Review of patients at IDT, liaison with stakeholders e.g. Paediatricians</td>
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<td>Review of patients at IDT, liaison with stakeholders e.g. Paediatricians</td>
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<td></td>
<td>Includes 2 hours (0.5 PA) clinical administration</td>
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<td>Includes 2 hours (0.5 PA) clinical administration</td>
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</table>

**On-call Duties**

- The post holder will be expected to participate in the CAMHS Consultant on-call rota; currently 1 in 7 rota.
- This rota is currently for ‘advice only’ but is likely to be moving to a rota allowing for the potential for the consultant to be called out. This is to allow for changes
to more junior medical rotas to allow for those juniors to be undertaking tasks appropriate to their skill levels and to provide a better service out of hours. The appropriate remuneration changes will accompany any such alteration.

- On-call duties will include the supervision and support of non-consultant grade medical staff in their out-of-hours duties. There are currently two junior rotas (tier one and tier two) operating in Suffolk out of hours.

**Annual Leave / Study Leave**

- The post holder will be entitled to annual leave and study leave according to national terms and conditions.

- The post holder will have leave authorised by their team manager and ultimately the locality manager. Study leave arrangements must also be agreed within the post holder’s peer group.

- There is a robust plan of mandatory training and an induction process that all staff are expected to attend.

- Cover arrangements must be made before going on leave and notice given of that cover. There is currently a system of pairing relationships in operation. The post holder would be expected to provide similar cover during periods of leave taken by colleagues.

**Sick Leave / Compassionate Leave**

- The post holder will be entitled to national terms and conditions. The post holder would be expected to liaise with their pairing colleague before arranging non-urgent leave. For urgent sick/compassionate leave the post holder could expect their pair to provide nominal cover initially until appropriate arrangements can be made.

**Job Plan Review**

- The Job Plan is subject to regular review; at least annually, by the post holder and the Lead Clinicians and Service Manager on behalf of the Medical Director and Chief Executive. This job description will form the basis of the initial job plan.
Job Description Review

- This job description may be amended from time to time in the light of future service developments and the changing requirements of the post holder. All amendments will be discussed between the post holder, Lead Clinicians and Service Manager on behalf of the Medical Director and Chief Executive.

External Duties

- Individuals may have, or seek external duties outside the Trust. Such work might be local, regional or national and might involve work with the Royal College of Psychiatrists, Medical Schools, the Deanery / Schools or other organisations. The Trust seeks to support such involvement where appropriate. These can be discussed with the Locality Manager, Lead Clinician and if necessary the Medical Director and activities will be job planned.

Private Work

There are Trust policies relating to such work. Individuals may wish to undertake private fee paying work outside of their NHS duties. In such circumstances no Trust property / premises or staff should be used for this work and it should be undertaken outside the post holder’s scheduled NHS time. In circumstances where fee paying services are requested relating to Trust service users, or for the benefit of the local health economy (eg Deprivation of Liberty assessments), the post holder may shift time such that they can receive the fee and ‘pay back time’ to the Trust for the time taken to do the work if it fell inside their regular scheduled hours.

SPECIFIC CLAUSES

TRUST VALUES AND BEHAVIOURS

To promote and adhere to the workplace values of NSFT.

Our values and behaviours were created by 1,300 staff members, service users and carers all working together in the Putting People First project.

They reflect what we all believe makes the most positive difference to the care we offer and to the way we work with one another. By ‘living our values’ we will develop our Trust, our people and continue to improve the quality of everything we do.
RISK MANAGEMENT/ HEALTH & SAFETY
The post holder has a responsibility to themselves and others in relation to managing risk, health and safety and will be required to work within the policies and procedures as laid down by the Trust. All staff have a responsibility to access occupational health, other staff support services and/or any relevant others in times of need and advice.

RECORDS MANAGEMENT
The post holder has responsibility for timely and accurate record keeping where appropriate and in line with professional guidelines.

The post holder has responsibility for the creation, maintenance and storage of records in accordance with Trust policy, including email documents and with regard to the Data Protection Act, The Freedom of Information Act and other relevant statutory requirements. Training will be provided in appropriate information management for the post.
SUSTAINABILITY
Carbon reduction and sustainable development are issues that impact on the lives of everyone and it is expected that all staff will commit to the principles of carbon reducing behaviours and sustainable development to ensure that resources are used efficiently, our carbon footprint is reduced and health services continue to improve.

SAFEGUARDING

CONFIDENTIALITY
The post holder is required to maintain confidentiality of information in accordance with professional and Trust policy. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of their duties.

This job description and supportive information is not intended to be definitive or restrictive but to give a broad view of the role generally and is subject to change in order to meet needs of the service.
## PERSON SPECIFICATION

**Consultant Psychiatrist**  
**ADHD in Child and Adolescent Services**

<table>
<thead>
<tr>
<th>REQUIREMENT</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
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</table>
| QUALIFICATION / EDUCATION | MRCPsych or equivalent Approved Clinician Status  
Section 12(2) approved  
Registered with the GMC, with a licence to practice | Higher degree e.g. MD, PhD, MSc, MBA, LLM etc |
| EXPERIENCE | Relevant experience in the speciality  
Entry on GMC Specialist Register, or within six months of receipt of Certificate of Completion of Specialist Training (CCST) in Child & Adolescent Psychiatry at the time of interview  
The diagnosis and treatment of complex mental illness  
The management of complex mental health needs | Three years supervised training in an appropriate Specialist Higher training programme or equivalent  
Skills in psychological or social therapies  
Experience of implementing service change to enhance the quality of patient care  
Experience of leadership and management |
| ATTRIBUTES | Enthusiasm for team working  
Balanced judgement  
Leadership qualities  
Good communication skills  
Knowledge of modern treatment options | Experience of delivering care using models of care relevant to the post |
| **A willingness to develop services** |  |
| **Flexibility** |  |
| **Optimistic outlook** |  |

| **CLINICAL GOVERNANCE** | **A clear understanding of Clinical Governance** | **Experience of clinical audit** |
|  | **A commitment to open review of clinical practice** |  |

| **TEACHING** | **Experience of supervising junior medical staff** | **Experience in teaching doctors and other clinical disciplines** |
|  | **Teaching and presentation skills** |  |

| **MANAGEMENT** | **A willingness to develop skills and be involved in strategic planning and service development** |  |

| **RESEARCH** | **Evidence of an interest in research** | **Published research / ongoing projects** |

| **OTHER** | **Driving licence or the ability to travel independently** |  |