Consultant Geneticist
Clinical Genetics

**GOSH Profile**

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children's hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children and young people served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children and young people need the help of different specialist teams. Improvements in health care and diagnosis mean that many children and young people have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children and young people cared for at GOSH still have life-threatening or life-limiting conditions.

The hospital receives over 250,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries out approximately 18,800 operations each year.

The hospital has 446 patient beds, including 44 intensive care beds (21 CICU, 15 PICU and 8 NICU). Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.

Around 4100 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations.

The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children and young people with highly complex, rare or multiple conditions. It has 19 highly specialised national services.
Job title                  Consultant in Clinical Genetics  
Division                   West Division  
Responsible to             Heads of Clinical Service - Genetics  
Accountable to             Divisional Directors – West Division  
Type of contract           Permanent  
Hours per week             10PAs  
Location                   Barclay House, 37 Queen’s Square, London, WC1N 3BH  
Budgetary responsibility   None  
Manages                    N/A  

Trust Values and Expected Behaviours

The Trust has developed the Always Values with our staff, patients and families that characterise all that we do and our behaviours with our patients and families and each other. Our Always Values are that we are:

- Always Welcoming
- Always Helpful
- Always Expert
- Always One Team

These values are extremely important to us and we expect everyone who works at GOSH in any capacity, including employees, bank staff, contractors, agency staff, people who hold honorary contracts, students and volunteers to share and uphold Our Always Values. Each value is underpinned by behavioural standards and employees will be expected to display these behaviours at all times. You can find a full copy of Our Always Values on our intranet.

The Trust also expects that everyone who works here shall act in such a manner as to justify public trust and confidence and to uphold and enhance the good standing and reputation of Great Ormond Street for Children NHS Foundation Trust. Individuals must therefore at all times carry out their duties with due regard to the Trust’s Equality at Work Policy.

Scope of the role

This is a full time post and the post holder will be part of the Clinical Genetics department, in the West Division. This is a 10 PA per week post. This position is a permanent appointment with no on-call commitments. The post is divided 50:50 between Cancer and General Genetics duties.

Key working relationships
Senior Medical Staff
Consultant Clinical Geneticists

Dr Angela Barnicoat  
9 NHS (Joint Head of Clinical Service)

Dr Jane Hurst  
8 NHS

Dr Maria Bitner-Glindzicz  
4 NHS 7 academic

Dr Ajith Kumar  
10 NHS (5 cancer)

Dr Melissa Lees  
8 NHS including 3 regional cleft service

Dr Alison Male  
8 NHS (2 cancer)

Dr Elisabeth Rosser  
8 NHS including 2 NCG retinoblastoma

Dr Louise Wilson  
6 NHS

Dr Richard Scott  
10 NHS (currently seconded to GEL)

Dr Munaza Ahmed  
10 NHS

Dr Francesca Faravelli  
9 NHS (4 cancer)

Dr Emma Clement  
8 NHS

Dr Wendy Jones  
10 NHS (5 for Epilepsy service)

Genetic Counsellors

Ms Anita Bruce  
0.9 WTE (GOSH/Royal Free)  cancer

Ms Bernadette Farren  
1.0 WTE (GOSH)  general

Ms Kelly Loggenberg  
0.8 WTE (Bart’s)  cancer

Ms Kate Simon  
1.0 WTE based at Southend  general and cancer

Ms Sally Taffinder  
1.0 WTE (shared with UCLH)  general

Ms Emma Williams  
1.0 WTE (GOSH)  cancer

Ms Laura Coulier  
1.0 WTE (GOSH)  cancer

Ms Venessa Miller  
1.0 WTE (GOSH)  cancer

Vacant  
1.0 WTE based at Southend  cancer and general

Joint Head of Clinical Service

Mrs Lucy Jenkins

Genetics Service Managers

Paul Gough

Secretarial support

The postholder will have shared medical PA support and cover from the genetics administrative team, in common with the rest of the clinical team. The postholder will have a desk in a shared office space with computer access to all relevant departmental and hospital systems. A laptop and/or ipad are provided for peripheral clinic work.

Main duties and responsibilities

The post is non-resident and there are no on call commitments.

The appointee will be expected to:

- Deliver clinical genetics care and advice to the population of North East Thames Regional Genetics service through clinics both in General and Cancer Genetics held at both Great Ormond Street Hospital and affiliated peripheral sites.
Support Genomic Medicine clinics at GOSH for deep phenotyping of patients identified in research studies and requiring clinical genetic input, and feedback of results from genomic studies (100,000 Genomes (including the Cancer arm of the study), Deciphering Developmental Disorders Study (DDD), BRC planned studies etc), offering cascade testing and prenatal testing to parents and relatives where appropriate. The postholder might develop a specific area of special interest which could be in General or Cancer Genetics.

Work closely with the North East Thames Regional Genetics Lab at GOSH to offer clinical input to the interpretation of genomic variants and to provide clinical input to reports, liaising with clinicians from other specialties as well as the current clinical genetic team where appropriate.

Offer in-depth phenotyping of research patients and to assess electronic means of storing this phenotype data for research studies as part of the ‘Research Hospital’ plan.

Help develop the genetics specification for the GOSH EPR (together with Dr Ajith Kumar), fulfil research requirements and assess usability and interoperability with systems such as Phenotips and Sapientia.

Be available to participate on occasion in the monthly Saturday clinics support genomics education across the Trust by teaching on courses, such as the GOSH Counselling in Genomic Medicine MSc module as well as taking on teaching responsibilities in the areas in which they hold peripheral clinics and in the wider local Clinical Community in both General and Cancer Genetics topics.

Provide advice and supervision as appropriate for genetic counsellor led clinics especially in Cancer Genetics.

Develop regional and local multidisciplinary team meetings for cancer services, provide genetics input to regional cancer pathway boards & working groups.

Play an active role in the development of the cancer genetics service including provision of local protocols & guidelines, and patient information, development of specialist services for rare cancer syndromes, depending upon their area of interest, and working closely with the NE Thames Regional Genetics laboratory to develop laboratory diagnostic services for cancer genetics.

Keep adequate clinical records.

Participate regularly in the journal club, audit, clinical meeting, slide review and seminar programmes.

Play an active role in further developing genomic research in the Clinical Genetics service (such as bids to GOSHCC or external funders for research grants, active participation in Paediatric GeCIP, leading and contributing to CAPS projects for the DDD project) and help to maintain our world-leading position in genomic studies, cell-free DNA diagnostics, and implementation of novel therapies as these are developed by the UCL-GOSH BRC work with the EPR team to further develop an electronic approach to collecting and storing genomic data.

Develop research collaborations with academic colleagues locally, and provide local leadership for UKCRN portfolio studies, to maximise the research potential of families consulting the clinical service, carry out clinics for research recruitment where needed.

Form collaborations nationally and internationally, where appropriate, to ensure that patients seen at GOSH benefit from international research developments.

Maintain the academic profile of Great Ormond Street Hospital within the Clinical Genetics community by publishing in peer reviewed journals and by contributions to collaborative research within and outside of the Trust, ICH, iFWH and internationally. It is expected that the post holder will attend national meetings in the field, clinical commitments and study leave allowing.

Research
The appointee will be expected to collaborate in clinical research that is related to service delivery. The research should be concordant with the research themes of the Division and in general it should assist the development objectives of both the Clinical Unit and the Trust.

**Study & Teaching**
Study leave is available as provided for under the Terms and Conditions of Service of Hospital Medical & Dental Staff.

The appointee will be expected to contribute fully to the organisation and planning of the teaching programme of the department and the institute on a regular basis, as well as teaching colleagues involved in the care of patients with Genetic conditions throughout the NE Thames region.

The postholder will be expected to play a full role as a clinical supervisor of trainees within the department and can, if wished, act as an Educational Supervisor. Dr Elisabeth Rosser currently acts as representative on the pan Thames STC for Clinical Genetics.

**Medical Practice**
All members of the Trust’s medical staff are expected to practice within the GMC guidelines; in particular those contained within the publications Good Medical Practice and Maintaining Good Medical Practice.

All of the above provide an outline of the duties of doctors who are registered with the GMC and in particular emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up to date with clinical skills, and to work in teams and maintain good relationships with colleagues in all disciplines. The Trust is committed to the support of these principles and provides funds for education and development of all grades of staff.

**Clinical Audit**
GOSH Trust undertakes regular clinical audit of its activities and the appointee will be expected to contribute to this programme. Medical staff are also expected to participate in national initiatives relevant to their specialty, for example, national confidential enquiries. The postholder will be responsible for maintaining satisfactory patient notes.

**Job Planning**
Consultant medical and dental staff are expected to participate in an annual job planning review, which is a prospective agreement setting out duties, responsibilities, objectives and supporting resources for the coming year. Job planning should cover all aspects of a consultant’s professional practice, including clinical work, teaching, education, research and budgetary and managerial responsibilities.

The objectives listed in the job plan are tasks, targets or development needs that the consultant, or the consultant and the person with whom he/she has agreed the objectives, wishes to achieve. They should reflect the needs of the consultant, the organisation, health community and health service.

**Appraisal**
The Trust operates an annual appraisal system, which identifies personal and professional development needs; agree plans for them to be met, while reviewing the doctor’s work and performance and considering the doctor’s contribution to the quality and improvement of service delivery. The annual appraisal and documentation forms the evidence needed to meet the requirements for the GMC/GDC Revalidation process.

**Professional and Personal Development**
The Trust is committed to supporting the professional and personal development of consultant staff. Consultants are expected to participate in Continuous Medical Education (CME) and Continuing
Professional Development (CPD). Financial support (currently £50.00 per NHS PA per annum, up to maximum of £500.00) and study leave are available for this purpose. A maximum of 15 days of study/professional leave is available per annum by approval with the Head of Clinical Service. It is expected that consultant staff target their CME/CPD to relevant areas of their own practice.

Specialists are expected to maintain their knowledge and skills in any general areas which may be required to cover as part of their on-call duties. The Trust operates an appraisal system to support the personal development of consultant staff.

Upon appointment and as part of the Consultant induction process, each Consultant will be allocated a mentor whom the Consultant can use as an independent person for peer support and advice during their initial year of appointment.

Service provision and cover during absences
The consultant has a continuing responsibility for the care of patients in his/her charge and for the proper functioning of the service allowing for appropriate delegation for the training of his/her staff.

Consultant staff must ensure that in/outpatient services are covered during his/her planned absences. Where fixed commitments need to be cancelled during planned absences appropriate notice (6 weeks) must be given. Absences must be co-ordinated with other consultant staff in the specialty to ensure senior cover is always available.

Clinical Unit and Medical Committee Structure
Responsibility for budget management is devolved to the Divisional Director of Operations (DDO), Anne Layther. The DDO managerially reports to the Deputy Chief Executive Officer, Nicola Grinstead.

The Division is led by the Divisional Board, consisting of the DDO, the Assistant Chief Nurse, Dagmar Gohil, and the joint Divisional Directors, Dr Allan Goldman and Dr Andrew Taylor.

All consultants with substantive contracts are members of the General Medical Staff Committee which meets regularly and acts as a forum in which hospital activities can be discussed. This allows the opportunity to express opinions to the Chief Executive and allows access to the Trust Board.

Further Information
For further information, or to make arrangements to visit the Hospital, candidates should contact:

<table>
<thead>
<tr>
<th>Joint Divisional Directors</th>
<th>Dr Allan Goldman and Dr Andrew Taylor.</th>
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</thead>
<tbody>
<tr>
<td>Joint Head of Clinical Service</td>
<td>Dr Angela Barnicoat and Mrs Lucy Jenkins</td>
</tr>
<tr>
<td>Cancer Genetics Consultant</td>
<td>Dr Munaza Ahmed</td>
</tr>
<tr>
<td>Medical Director</td>
<td>Dr David Hicks</td>
</tr>
<tr>
<td>Academic Head of Division</td>
<td>Professor Maria Bitner-Glindzicz</td>
</tr>
<tr>
<td>Director of Clinical Research &amp; Development</td>
<td>Professor David Goldblatt</td>
</tr>
<tr>
<td>Chief Executive</td>
<td>Dr Peter Steer</td>
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</tbody>
</table>
Other information

Great Ormond Street Hospital Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Conflict of Interest

You are required to declare any involvement, either directly or indirectly, with any firm, company or organisation which has a contract with the Trust. Failure to do so may result in your application being rejected, or, if it is discovered after appointment that such information has been withheld, then this may lead to your dismissal.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Disclosure & Barring Service (Previously Criminal Records or ‘CRB’)

Great Ormond Street Hospital is a regulated organisation and as such, you will have your criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post. GOSH reserves the right to withdraw any conditional offer of employment made on the basis of the outcome of your criminal records check.

Infection Prevention and Control

You will be required to participate in performance audits with respect to Infection Prevention and Control and will be required to discuss this in your annual performance review. The following should also be noted:

- The postholder should ensure a suitable and efficient assessment is made of the risks to both the recipient and provider of care in respect of infection prevention and control issues.
- The postholder is required to make him/herself aware of and comply with national and local infection prevention and control guidance.
- Where children are in their care the postholder must investigate any health care-associated infection.
- The postholder should audit performance with respect to infection prevention and control (in a way appropriate to their service) and discuss this in their annual appraisal.

Health and Safety

All staff have a general accountability for ensuring, so far as is reasonably practicable, the health, safety and welfare of Trust employees. The following should also be noted:

- Each employee is required to take reasonable care for his or her own acts or omissions and the effect that these may have upon the safety of themselves or any other person.
- Every employee must use safety equipment or clothing in a proper manner and for the purpose intended.
- Any employee who intentionally or recklessly misuses anything supplied in the interests of health and safety will be subject to disciplinary procedures.
- Every employee must work in accordance with any health and safety procedures, instructions or training that has been given.
No employee may undertake any task for which they have not been authorised and for which they are not adequately trained.

Every employee is required to bring to the attention of a responsible person any perceived shortcoming in the Trust’s safety arrangements or any defects in work equipment.

All employees are under a duty to familiarise themselves with the Trust’s Health and Safety Policies.

Risk Management

You will be required to ensure that you implement systems and procedures at a local level to fulfil the requirements of the organisation’s Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

Emergency Planning

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

Human Rights

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

Sustainable Development

You will be required to demonstrate a personal commitment to the Trust’s Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.

Relocation Expenses

Applicants should note that Great Ormond Street Hospital for Children NHS Foundation Trust is not able to offer assistance with removal or relocation expenses.

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.
**Title:** Consultant  
**Specialty:** Clinical Genetics  
**Contract:** 10 NHS PAs

Weekly timetable of 8 Direct Clinical Care (8 DCC) PAs and 2 PAs for teaching, audit, admin and other duties (2 SPA).

<table>
<thead>
<tr>
<th>Day</th>
<th>Description</th>
<th>Type of Work / PAs</th>
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<tbody>
<tr>
<td>Monday</td>
<td><strong>am</strong> 09.00-13.00 Cancer meeting (week 1) or 09.00-13.00 Outpatient clinic (Cancer genetics) <strong>1 DCC</strong></td>
<td>Peripheral</td>
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<tr>
<td></td>
<td><strong>pm</strong> 13.00-17.00 Outpatient clinic (Cancer genetics)(week 2) or 13.00-17.00 Patient administration <strong>1 DCC</strong></td>
<td>GOSH</td>
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<tr>
<td>Tuesday</td>
<td><strong>am</strong> 09.00-13.00 Clinical MDT meetings <strong>0.75 DCC/0.25 SPA</strong></td>
<td>GOSH</td>
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<td></td>
<td><strong>pm</strong> 13.00-17.00 Patient administration/case reviews with genetic counsellors <strong>0.75 DCC/ Or Teaching and CPD 0.25 SPA</strong></td>
<td>GOSH</td>
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<tr>
<td>Wednesday</td>
<td><strong>am</strong> 09.00-13.00 Outpatient clinic (General genetics) /alternates with General patient admin <strong>1DCC</strong></td>
<td>GOSH/peripheral</td>
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<td></td>
<td><strong>pm</strong> 09.00-13.00 Outpatient clinic (General genetics) /alternates with General patient admin <strong>1DCC</strong></td>
<td>GOSH/peripheral</td>
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<tr>
<td>Thursday</td>
<td><strong>am</strong> 09.00-13.00 Outpatient clinic (Cancer genetics wk1 general wk3) /alternates with Laboratory liaison <strong>1DCC</strong></td>
<td>GOSH/peripheral</td>
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<tr>
<td></td>
<td><strong>pm</strong> 13.00-17.00 Teaching and CPD / patient administration 0.5 SPA /0.5 DCC</td>
<td>GOSH</td>
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<tr>
<td>Friday</td>
<td><strong>am</strong> 09.00-13.00 Teaching &amp; CPD <strong>1 SPA</strong></td>
<td>GOSH</td>
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<td></td>
<td><strong>pm</strong> 13.00-17.00 Clinic preparation <strong>1DCC</strong></td>
<td>GOSH</td>
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<tr>
<td>Weekend</td>
<td>Possibility of occasional clinic by arrangement <strong>1 DCC</strong> to replace one weekday clinic session</td>
<td>N/A</td>
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</tbody>
</table>

The days and location of peripheral clinics may be subject to change as needed by the service. The timetable equates to 10 clinic sessions per month in common with other posts in the department (half Cancer half General). Clinic booking times are adjusted to take into account excess travel times to peripheral clinics from base. Time is allocated for breaks at postholder’s discretion and timings may be adjusted accordingly within core working hours of 08.30-17.30.

**DCC PAs:** 8  
**On Call PAs:** N/A  
**SPAs:** 2  
**Total PAs:** 10
# Person Specification

## Knowledge and experience

<table>
<thead>
<tr>
<th>Essential: E</th>
<th>Desirable: D</th>
</tr>
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<tbody>
<tr>
<td><strong>E</strong> Experience in Clinical Genetics</td>
<td></td>
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<tr>
<td><strong>E</strong> Clinical Governance Experience</td>
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<tr>
<td><strong>E</strong> Evidence of involvement in the Clinical Audit process</td>
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<tr>
<td><strong>E</strong> Teaching Experience</td>
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<tr>
<td><strong>E</strong> Management Experience</td>
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<tr>
<td><strong>E</strong> Enthusiasm and expertise to develop a specialist interest in the Service</td>
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## Skills and abilities

<table>
<thead>
<tr>
<th>Essential: E</th>
<th>Desirable: D</th>
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<tbody>
<tr>
<td><strong>E</strong> Basic Computer Skills</td>
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<tr>
<td><strong>E</strong> Excellent written and oral communication skills</td>
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<tr>
<td><strong>E</strong> Understanding and proven ability to apply research findings in a clinical/organisational context</td>
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<td><strong>E</strong> Leadership skills</td>
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<td><strong>E</strong> Ability to work as part of a multidisciplinary team</td>
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<td><strong>E</strong> Excellent organisational skills</td>
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<tr>
<td><strong>E</strong> Excellent interpersonal and negotiating skills</td>
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<tr>
<td><strong>E</strong> Ability to work in a pressurised environment</td>
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<tr>
<td><strong>E</strong> Ability to work on own initiative within an ever changing environment</td>
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## Education, training and qualifications

<table>
<thead>
<tr>
<th>Essential: E</th>
<th>Desirable: D</th>
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</thead>
<tbody>
<tr>
<td><strong>E</strong> Full GMC specialist registration (obtained by designated start date)</td>
<td></td>
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<tr>
<td><strong>E</strong> MBBS or equivalent</td>
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<tr>
<td><strong>E</strong> On specialist register for Clinical Genetics (CCT or equivalent), or within 6 months of award of CCT by date of interview, or evidence of eligibility for the GMC specialist register</td>
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<tr>
<td><strong>E</strong> Accredited to and member of The Royal College of Physicians or equivalent</td>
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<tr>
<td><strong>D</strong> Higher Degree</td>
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<tr>
<td><strong>D</strong> Management qualification</td>
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<tr>
<td><strong>D</strong> Research/Publications</td>
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## Other Requirements

<table>
<thead>
<tr>
<th>Essential: E</th>
<th>Desirable: D</th>
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</thead>
<tbody>
<tr>
<td><strong>E</strong> Commitment to the provision of a quality service</td>
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<tr>
<td><strong>E</strong> Commitment to staff development</td>
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<tr>
<td><strong>E</strong> Accountability – Takes responsibility for own actions and promotes good team working</td>
<td></td>
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<tr>
<td><strong>E</strong> Openness – Shares information and good practice appropriately</td>
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<tr>
<td><strong>E</strong> Mutual respect – Treats others with courtesy and respect at all times</td>
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<tr>
<td><strong>E</strong> Flexibility to cover sessions.</td>
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<tr>
<td><strong>E</strong> Evidence of service improvement</td>
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</tr>
<tr>
<td><strong>D</strong> Live within reasonable travelling distance of Great Ormond Street Hospital and peripheral clinic sites</td>
<td></td>
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