JOB TITLE: SENIOR CONSULTANT in PAEDIATRIC CONGENITAL CARDIOTHORACIC SURGERY and ECMO

Location: EAST MIDLANDS CONGENITAL HEART CENTRE, GLENFIELD HOSPITAL, UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST Your primary base will be Glenfield Hospital, however travel between UHL’s hospital sites and across the East Midlands will be required.

Accountable to: Medical Director UHL
Reports to: Head of Service EMCHC

ABOUT UHL, OUR VALUES AND BEHAVIOURS

Our purpose. We are here to provide Caring at its best to our patients and their carers. Caring at its best means at all times, we behave in line with our values.

1. We treat people how we would like to be treated
2. We do what we say we are going to do
3. We focus on what matters most
4. We are one team and we are best when we work together
5. We are passionate and creative in our work

Our strategic objectives. Underpinning our vision, purpose and values are our strategic objectives.

By delivering these we will fulfil our purpose to provide ‘Caring at its best’. They place quality and safety at the heart of our hospitals; they show that timely, effective emergency care is crucial; they recognise that we want people to choose to come to us
when they require planned care and they underline the importance of research and teaching in the development of our specialist services.

Our Quality Commitment, putting safe, high quality patient-centred, efficient care at the centre of everything we do. This is our primary objective. Everything else will support the delivery of that. Surrounding our Quality Commitment are our four supporting objectives. These are:

**Our People:**
We will have the right people with the right skills in the right numbers in order to deliver the most effective care

**Education and Research:**
We will deliver high quality, relevant, education and research

**Partnerships and Integration:**
We will develop more integrated care in partnership with others

**Key Strategic Enablers:**
We will progress our key strategic enablers
MAIN DUTIES AND RESPONSIBILITIES

BACKGROUND
This is a full time substantive post. You will be expected to lead the existing team and join the two existing surgeons. The post is based at the East Midlands Congenital Heart Centre, at the Glenfield Hospital. The main duties of the post will be the provision of specialist surgery for patients with congenital heart and lung disease and active participation in the Extra Corporeal Membrane Oxygenation (ECMO) programme.

PRINCIPLE ELEMENTS OF THE POST WILL BE:
- To provide consultant-based clinical care for children and adults with congenital heart disease;
- To participate in the paediatric cardiothoracic and ECMO on call rotas at a frequency of 1 in 3
- To help ensure stability of service delivery for both surgery and ECMO
- To participate in and instigate audit activities within the directorate relevant to congenital cardiac surgery, or ECMO.
- To sustain and develop teaching and research in conjunction with the University of Leicester, and to participate in and fulfil the requirements of the Royal College of Surgeons CPD scheme.

Appraisal
The Head of Service for the East Midlands Congenital Heart Centre will be responsible for annual appraisal of the candidate. The appraisal process in the University Hospitals of Leicester is now formalised under the leadership of the trusts Medical Director and Director of Clinical Education and is in keeping with the recent GMC document on revalidation. Each consultant will have up to 2 hours dedicated to his or her appraisal. The job plan will be subject to annual review with the Clinical Director in line with the new consultant contract.

Mentoring
Proven experience in the teaching and mentoring junior colleagues is essential to the requirement of the post. The appointee is expected to be able to contribute to the training of surgical trainees and mentoring of more junior colleagues during complex surgery.

Administrative Support
The candidate will have appropriate office accommodation, as agreed by the Trust. The candidate will have a personal computer with full Internet access and IT support. Appropriate clinical secretarial support will be provided.
Other Duties
The successful candidate is expected to be able to account for the rest of their non-fixed sessional time. This may be filled with additional teaching, audit, research and/or administrative duties. They will be required to undertake managerial duties associated with the care of their patients and the running of their Clinical Department. Adequate office space and secretarial support will be made available.

Consultant job plan: 10 PA’s plus 2 optional clinical PA’s, Total =12 PA’s

(Specimen – to be agreed with department and with colleagues, on call weekend shown for illustrative purposes)

1. Timetabled activity (repeat the time table for more than one week, where necessary)

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
<th>Location</th>
<th>Work</th>
<th>Category</th>
<th>No. of DCC PAs</th>
<th>No. of SPA PAs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday</td>
<td>0830-1000</td>
<td>PICU/W30</td>
<td>Ward Round</td>
<td>Direct Care</td>
<td>0.35</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Includes embedded post-graduate teaching</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Includes embedded post-graduate teaching</td>
<td></td>
</tr>
<tr>
<td></td>
<td>1000-1300</td>
<td>Office</td>
<td>Teaching/CPD</td>
<td>SPA</td>
<td></td>
<td>Included in annualized SPA’s</td>
</tr>
<tr>
<td>Tuesday</td>
<td>0800-0830</td>
<td>Theatre-angio room</td>
<td>Theatre Briefing</td>
<td>Direct Care</td>
<td>0.125</td>
<td></td>
</tr>
<tr>
<td></td>
<td>0830-0930</td>
<td>W32 seminar room</td>
<td>Pre-surgical MDT</td>
<td>Direct Care</td>
<td>0.25</td>
<td>Includes embedded post-graduate teaching</td>
</tr>
<tr>
<td>Time</td>
<td>Location</td>
<td>Activity</td>
<td>Direct Care</td>
<td>Notes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------</td>
<td>--------------------------</td>
<td>-----------------------------------</td>
<td>-------------</td>
<td>------------------------------------------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>0930-2000</td>
<td>Theatre Operating</td>
<td>Direct Care 2.7</td>
<td></td>
<td>Includes embedded post-graduate teaching</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>0830-1030</td>
<td>W32 seminar room</td>
<td>Direct Care</td>
<td>0.5 Includes embedded post-graduate teaching</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Joint Cardiology/Surgery MDT</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1100 to 1700</td>
<td>Free</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Thursday</td>
<td>1130-1330</td>
<td>Office patient related administration</td>
<td>Direct Care</td>
<td>0.5</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1330-1430</td>
<td>AICU/PICU</td>
<td>Direct Care</td>
<td>0.25</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1430-1700</td>
<td>Outpatients Clinic</td>
<td>Direct Care</td>
<td>0.75</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>0800-0830</td>
<td>Theatre-angio room</td>
<td>Theatre Briefing</td>
<td>Direct Care 0.125</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>0830-0930</td>
<td>PICU/W30</td>
<td>Ward Round</td>
<td>Direct Care 0.25</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>0930-2000</td>
<td>Theatre operating</td>
<td>Direct Care</td>
<td>2.7 Includes embedded post-graduate teaching</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Saturday</td>
<td>0900 – 1030 (Include Travel)</td>
<td>Ward Round &amp; Patient Care when on call (1:3)</td>
<td></td>
<td>0.5</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

University Hospitals of Leicester
Caring at its best

NHS Trust
<table>
<thead>
<tr>
<th>Sunday</th>
<th>0900 – 1030 (Include Travel)</th>
<th>Ward Round &amp; Patient Care when on call (1:3)</th>
<th>0.5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Predictable emergency on-call work</td>
<td></td>
<td></td>
<td>1 (0.25 per week on 1:4 rota)</td>
</tr>
<tr>
<td>Total timetabled PAs per week</td>
<td></td>
<td></td>
<td>8.5 plus on call = 9.5</td>
</tr>
</tbody>
</table>

2. Unpredictable emergency on-call work

Average hours per week, including ECMO cannulation and surgical support (out of usual hours)  
Rota 1:3

<table>
<thead>
<tr>
<th>Work Location</th>
<th>Average hours per week</th>
<th>Categorisation</th>
<th>No. of PAs per week</th>
</tr>
</thead>
<tbody>
<tr>
<td>CPD and Teaching Variable</td>
<td>4</td>
<td>Supporting</td>
<td>1.0</td>
</tr>
<tr>
<td>Clinical Management Job Planning and Appraisal EMCHC</td>
<td>4</td>
<td>Supporting</td>
<td>1.0</td>
</tr>
<tr>
<td>Audit Variable</td>
<td>2</td>
<td>Supporting</td>
<td>0.5</td>
</tr>
</tbody>
</table>

Total annualized PAs per week 2.5

3. Annualized activity*

4. Summary of programmed activities

<table>
<thead>
<tr>
<th>Programmed activities</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct clinical care</td>
<td>9.5</td>
</tr>
</tbody>
</table>
5. On-call availability

On-call availability category

On-call supplement

This timetable is based on the candidate accepting the 2 optional DCC PA’s which are offered. In the event that the candidate prefers not to accept these PA’s the job plan would be adjusted to fit within 10 PA’s, including the ECMO commitment. Note that the theatre days are 3 sessions, extending until 2000. Routine work cannot be timetabled after 1900 except by mutual consent; this theatre timetabling is to allow 2 complex cases to be done on each list. Note that PA’s after 1900 are 3 hours instead of 4. If this is not convenient to the candidate the timetable can be amended to include fewer PA’s and an earlier finish to theatre sessions.

THE EAST MIDLANDS CONGENITAL HEART CENTRE

The East Midlands Congenital Heart Centre is located in the Glenfield Hospital within the University Hospitals of Leicester in Leicester. This department has Cardiological, Intensive Care and surgical services. Congenital Cardiological Services are delivered by 8 consultant cardiologists and include a full range of interventional procedures including PPVI, TAVI, device closure of septal defects, PDA’s and collaterals. There is a well developed electrophysiological, fetal and adult congenital service. Intensive Care is provided for children in a dedicated PICU which also accommodates paediatric ECMO patients. There are 10 consultant Paediatric intensivists.

The surgical service provides cardiac surgery for adults and children with congenital disease. We also provide paediatric thoracic surgery. A full range of procedures is carried out with the exception of transplantation. This includes the Ross procedure, arterial switch for patients with coronary anomalies, Truncus Arteriosus repair and palliation for HLHS by means of the Norwood-Sano procedure.

Leicester is currently the largest of 4 Paediatric ECMO centres in Britain. It is the only centre that provides ECMO for all ages groups from newborns to adults. It is the busiest paediatric and neonatal ECMO centre with around 100 cases annually.

There are currently 2 full time consultant cardiac surgeons; they are supported by 2 Specialist Registrar posts, 1 FY2 and 2 paediatric SCP’s.
There is a dedicated Paediatric Intensive care, Children’s Ward (Ward 30) and Children’s Outpatient facility. All of these areas are staffed by trained Children’s nurses. Pre- and post-operative support and coordination is provided by the Cardiac Liaison Nurse team, of which there are currently four.

EMCHC STAFF

Surgical
Dr Branko Mimic (Locum Consultant Congenital Cardiac Surgeon)
Dr Ikenna Omeje (Consultant Congenital Cardiac Surgeon)
MR A Corno (Professor in Congenital Cardiac Surgery)
Mr P Smith (Paediatric SCP)
Mr R Tabbett (Trainee Paediatric SCP)
2 Senior Surgical Fellow
1 FY2

Cardiology
Dr A Bolger (HOS, ACHD Consultant and Lead Cardiologist)
Dr F BuLock (ACHD, Paediatric and Fetal Cardiologist)
Dr S Shebani (Paediatric and Fetal Cardiologist)
Dr S Durairaj (Paediatric Cardiologist and Imaging)
Dr K Linter (Paediatric and Fetal Cardiologist)
Dr S MacDonald (ACHD Consultant)
Dr D Sanchez-Velasco (Consultant interventional Cardiologist)
Dr T Mukasa (Locum Paediatric Cardiologist)
Dr S Rahouma (Locum Paediatric Cardiologist)
6 Specialist Registrars
3 Senior House Officers

PICU
Dr S Nichani
Dr P Barry
Dr J Whitelaw
Dr C Westrope (ECMO)
Dr R Ramaiah
Dr S Robinson (ECMO)
Dr J Tong
Dr Julia Vujcikova
Dr Mirjana Cvetkovic (Paediatric Anaesthetist)
2 PICU Practitioners
8 Specialist Registrars
ECMO
Mr Chris Harvey (Consultant, ECMO Director)
Ms G Faulkner (ECMO Coordinator)

Nursing
Miss Joanne Ennis – Matron PICU/CICU
Mrs Carmel Hunt – Matron EMCHC.

Management
Charlotte King (General Manager EMCHC)
David Yeomanson (Head of Operations)

University Department of Cardiovascular Sciences
Head: Professor T G Robinson BMedSci MD FRCP FESO

Our mission is to undertake bench-to-bedside research, education and training, and clinical practice that impacts on the health and well-being of patients and the public.

Cardiovascular research has been a major strength of the Leicester Medical School since its inception. In the 2014 Research Exercise Framework, Cardiovascular Sciences contributed significantly to the University’s Clinical Medicine (UoA1) submission. Over 70% of research was classified as internationally excellent (22% world-leading), and all impact studies (two of which were cardiovascular) were considered internationally excellent (65% world-leading). The strategy for cardiovascular research is based on two main principles: (i) to integrate high quality basic and clinical science research and (ii) to focus on common cardiovascular diseases and focus on questions of direct clinical relevance and impact. Our key research themes are Cardiovascular Precision and Stratified Medicine (Biomarkers, Genomics and Imaging), and Cardiovascular Protection and Intervention.

The Department of Cardiovascular Sciences has over 130 staff and students with over 20 principal investigators. The Department hosts two British Heart Foundation-funded Chairs (Cardiology: formerly held by Professor Sir Nilesh Samani; Cardiac Surgery: Professor Gavin Murphy), and a Theme of the National Institute of Health Research (NIHR) Biomedical Research Centre. There are strong links with the Leicester Precision Medicine Institute, and with the University Hospitals of Leicester NHS Trust, where senior clinical academics provide leadership in patient care, as well as undergraduate and postgraduate medical teaching and training. With respect to this post, the Department has research expertise in rare coronary diseases, including SCAD and coronary ectasia, as well as hosting honorary academic staff from the regional congenital heart disease center.

The Department has laboratory and clinical research facilities at Glenfield Hospital, the regional cardiac center, including the recently opened £12.5M state-of-the-art University of
Leicester British Heart Foundation Cardiovascular Research Centre, as well research facilities at the Robert Kilpatrick Clinical Sciences Building and the Henry Welcome Building on the main campus. These provide an environment in which research can be translated ‘from bench to bedside’, and gives opportunities for collaborative working between laboratory, translational and clinical scientists.

**University of Leicester**

**College of Medicine, Biological Sciences and Psychology**

Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Philip Baker BM BS, DM, FMedSci

The College’s mission is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world.

Its considerable academic resources mean that it is widely recognised for the international impact of its research and the quality of its undergraduate and postgraduate teaching.

This is an exciting time to join a dynamic new academic enterprise and contribute to its development. The College is creating the academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research and to engage with increasing effectiveness with commercial and public bodies.

The College brings together 8 academic departments: Cancer Studies, Cardiovascular Sciences, Genetics, Health Sciences, Infection, Immunity and Inflammation, Medical Education, Molecular and Cell Biology and Neuroscience, Psychology and Behaviour; and the non-departmental Diabetes Research Centre. Valuable academic benefits derive from close collaboration with the MRC Toxicology Unit, housed in a building linked to those of the College.

Building on existing strengths, multi-disciplinary research themes have been developed to exploit synergies between basic science, clinical medicine and psychology in the College. These themes are in the fields of genome science; molecular & cellular bioscience; cancer; cardiovascular sciences; respiratory science; microbial science; neuroscience and behaviour; population science; and diabetes and metabolic medicine. There is also an interest in research which underpins teaching & learning.

(http://www2.le.ac.uk/colleges/medbiopsych/research)

The College’s central provision in support of research and teaching includes a Core Biotechnology Service (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories) and a Clinical Trials Unit. The University has recently opened a Central Research Facility
accommodating new medical research technologies and housing in the best conditions the animals - mostly rats and mice - used for medical research.

The College has approximately 295 academic staff and 718 research, administrative and other staff, with a total of approximately 2,350 fte undergraduate students and 850 postgraduates. It has an annual turnover of £64M.

CONDITIONS OF SERVICE

The appointment will be made on Trust terms and conditions which presently reflect the terms and conditions of service for Consultants (England) 2003, as amended from time to time.

Residence
The successful candidate will be required to maintain his/her private residence in contact with the public telephone service and to reside 10 miles by road from the base hospital unless specific approval for greater distance is given by the Trust.

Medical Excellence
The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure.

Annual Leave
The post holder will be entitled to 32 days annual leave per year. After 7 years’ service, 2 additional days are awarded.

The trust normally requires 6 weeks’ notice for booking leave.

Study Leave
A maximum of 30 days study leave with pay and expenses can be taken over a three year period, or ten days each year.

Relocation
Where applicable, removal expenses will be paid to the successful candidate in accordance with the trust policy. It is advised that you seek advice before making any commitments.

Notice Period
The employment is subject to three months notice on either side, subject to the provisions of schedule 19 of the Terms and Conditions of Service for Consultants (England) 2003.
Disclosure and Barring Service Clearance (formerly known as the Criminal Records Bureau – CRB)

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

The cost of undertaking a DBS disclosure at the required level and associated processing costs will be met by the individual.

To expedite the process, the Trust will meet the initial costs of the disclosure which will be deducted from the individuals’ salary over a three month period commencing on their first months payment.

Salary

The starting salary of the appointment (exclusive of any distinction and meritorious service award payable to you) will be the appropriate threshold on the Locum Consultant pay scale (MC73) ranging from £75,249 - £101,451.

The starting salary is normally set at the minimum of the scale unless dual accreditation or previous consultant service rules apply

Infection Control

The prevention of hospital acquired infection is a vital concern for the Trust. Infections harm patients. Infections also harm the Trust. The post holder is required to ensure, as an employee, that his/her work methods do not endanger other people or themselves.

All staff must be aware of infection prevention and control policies and guidelines, and follow them at all times. Any breach of infection control policies is a serious matter and may result in disciplinary action.

Consultant medical staff are the clinical leaders of their team and as such have a responsibility to provide and maintain a culture of vigilance across the team through their role in supervising and educating other staff.

All consultant medical staff are expected to lead by example and comply fully with the Trust’s infection prevention and control policies and to challenge non-compliance when observed. Consultant Medical staff and Heads of Service have a particular role in persuading colleagues to change behaviour when this is not in line with infection control policies and procedures.
**Safeguarding**
The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have.

**Health and Safety**
The University Hospitals of Leicester NHS Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety and welfare at work of all its employees and, in addition, the business of the Trust shall be conducted so as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to hospital premises and facilities are not exposed to risk to their health and safety.

The duties of this post may require the post-holder to carry out exposure prone invasive procedures on patients of the University Hospitals of Leicester NHS Trust. In order to protect its patients from acquiring blood borne viral infections from staff the Trust requires that the following conditions be met before appointment to the post is made:

1. The candidate must provide acceptable documentary evidence to the Occupational Health Service as part of pre-employment screening of non-infectivity and/or immunity to Hepatitis B infection and non-infectivity with Hepatitis C if appropriate. If the candidate is non-immune to Hepatitis B the University Hospitals of Leicester NHS Trust will require a blood test to be carried out for Hepatitis B markers before appointment. The duties of this post are such that no candidate with positive blood borne viral infectious markers in accordance with the latest DOH/GMC guidelines can be appointed.

2. Any appointee who is not immune to Hepatitis B, but is currently carrying out exposure prone invasive procedures, accepts that regular checks on Hepatitis B markers may need to be carried out by the Occupational Health Service appointed by the University Hospitals of Leicester NHS Trust. The tests can be arranged, if the candidate agrees, in confidence through a local consultant microbiologist or the occupational health physician. All costs for testing will be borne by the University Hospitals of Leicester NHS Trust.

**VISITING**
Candidates are invited to visit the hospital and may make arrangements to do so through:

Mr Branko Mimic
Consultant Congenital Cardiac Surgeon
East Midlands Congenital Heart Centre
Tel: 0116 250 2796
<table>
<thead>
<tr>
<th>TRAINING PROGRAMME REQUIREMENTS</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Basic</strong></td>
<td>MB BS or Equivalent</td>
<td>Membership of relevant Specialist Societies or Associations.</td>
</tr>
<tr>
<td><strong>Postgraduate</strong></td>
<td>GMC Registration</td>
<td>Higher degree eg MSc, MD or equivalent.</td>
</tr>
<tr>
<td><strong>Postgraduate</strong></td>
<td>FRCS(CT) or equivalent</td>
<td>Academic achievement.</td>
</tr>
<tr>
<td><strong>Experience</strong></td>
<td>5 Years’ experience as a Consultant in paediatric cardiac congenital surgery</td>
<td>Experience in ECMO cannulation</td>
</tr>
<tr>
<td><strong>UK trainee awarded CCT since 2014</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sub-Speciality Training in Congenital Cardiac Surgery</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ECMO experience.</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Ability</strong></td>
<td>Can undertake independently simple and complex procedures and has experience in neonatal cardiac surgery.</td>
<td>Able to cover the neonatal cardiac surgical rota</td>
</tr>
<tr>
<td><strong>Knowledge</strong></td>
<td>Fully independently competent Congenital Cardiac Surgeon</td>
<td></td>
</tr>
<tr>
<td><strong>Clinical Skills and Technical Skills</strong></td>
<td>Evidence of previous experience in training and mentoring junior colleagues.</td>
<td></td>
</tr>
<tr>
<td><strong>Motivation</strong></td>
<td>A high degree of motivation and personal self-discipline.</td>
<td></td>
</tr>
<tr>
<td><strong>Personality</strong></td>
<td>Ability to function as a member of a multi-disciplinary clinical team.</td>
<td></td>
</tr>
<tr>
<td><strong>COMMUNICATION &amp; LANGUAGE SKILLS</strong></td>
<td>The ability to communicate effectively in English, with clarity and intelligibility, to build rapport, persuade negotiate.</td>
<td></td>
</tr>
<tr>
<td><strong>INTERPERSONAL SKILLS</strong></td>
<td>Sees patients as people, is able to empathise and work co-operatively with others.</td>
<td></td>
</tr>
<tr>
<td>SHOWS INITIATIVE/DRIVE/ENTHUSIASM; self-started, motivated, shows curiosity, initiative.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DECISIVENESS/ACCOUNTABILITY; ability to take responsibility, show leadership, make decisions, exert appropriate authority.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>RESILIENCE; able to operate under pressure, cope with setbacks, self-aware.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>THOROUGHNESS; is well prepared, shows self-discipline/commitment, is punctual and meets deadlines.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>PROBITY; displays honesty, integrity, aware of ethical dilemmas.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Audit | Commitment to an understanding of the principles of audit. Good communication skills. | Practical experience of participation and management in clinical audit projects. |
| Research | Proved commitments to research and evidence based practice in all aspects of medical care. | Practical experience of participation in research project. |
| Management Ability | Ability to manage own time and work effectively, understanding of role and importance of management in the NHS. | |
| Other Requirements | Empathic approach when talking to patients and their families. Satisfactory health clearance. | Satisfactory enhanced Criminal Records Bureau check. |