

Consultant Candidate Pack



About us:



North Bristol NHS Trust is a centre of excellence for healthcare in the South-West in a number of fields and is also one of the largest hospital trusts in the UK. We have links to the University of Bristol, the University of Bath and the University of the West of England. Our annual turnover is £532 million, and we employ over 8,000 staff delivering healthcare across Southmead Hospital Bristol, Cossham Hospital, Bristol Centre for Enablement and within the local community of Bristol and South Gloucestershire. We aim to deliver excellent clinical outcomes and a great experience for everyone who uses our services: exceptional healthcare, personally delivered. We treat some of the most difficult medical conditions, in an increasingly complex patient population.

Our vision is to realise the great potential of our organisation by empowering our skilled and caring staff to deliver high-quality, financially sustainable services in state-of-the-art facilities. Clinical outcomes will be excellent and with a spirit of openness and candour we will ensure an outstanding experience for our patients.

Our hospitals



- Southmead Hospital Bristol
- Cossham Hospital
- Bristol Centre for Enablement
- Frenchay – Brain Injury Rehabilitation Unit

Our vision, mission, and values

Our vision is that by enabling our teams to be the best that they can be, we will provide exceptional healthcare, personally delivered.

The best health and care is not the work of an individual, a single team or even one organisation. Partnership and collaboration is fundamental.

“Exceptional healthcare” means our patients will recognise that we are exemplars of safe, harm-free care and that we give them the best possible health improvement. We will do this through outstanding Emergency Care, our centres of excellence for Specialist Services, our great Local Services and as a Powerhouse for Pathology and Imaging.

“Personally delivered” means patients are in charge of their own care and the decisions that need to be made for their health and wellbeing. A genuine partnership with patients and the public is at the heart of any changes we make and will ensure an outstanding patient and carer experience.

Our values:



Putting the
patient first



Working well
together



Recognising
the person



Striving for
excellence

Our Focus for 2022

Patient first. Recover. Learn. Improve.

1. Provider of high quality patient care

- **Accelerate** restoration of **planned care**, addressing clinical prioritisation and health inequalities across our system
- Transform non-elective care through **continuous improvement**

- Learn from our patients' experience
- Continuous improvement,
- Transform services

2. Developing healthcare for the future

- Create a **BNSSG provider collaborative** to improve patient experience and pathways
- Deliver improvements in **maternity care**, including responding to the recommendations of the Ockenden review
- Recover and grow our **research portfolio**

- Adopt digital solutions
- Use money and resources sustainably

3. Employer of choice

- Support the **recovery and wellbeing** of our workforce
- Embed new agile ways of working that allow our staff to **thrive**
- Promote a **diverse, fair and inclusive** culture

4. An anchor in our community

Working with partners to:

- Support **population health** management
- **Address inequalities**

Where are we now

As evidenced by our response to the Covid-19 pandemic we, as a nation, have never been more proud of the NHS. This pride is very much felt here at NBT, not only in our services but in the high standards of care provided and the staff who deliver them. We launch this Quality Strategy after a period of sustained and widespread improvement. This was highlighted in 2019 when we achieved an overall 'Good' rating from the Care Quality Commission, we were also rated as 'Outstanding' in the Caring and Well Led domains. All of our clinical core services are rated as 'Good' with End of Life Care rated as 'Outstanding.'

Ratings for the whole trust					
Safe	Effective	Caring	Responsive	Well-led	Overall
Good ▲ Sept 2019	Good ▲ Sept 2019	Outstanding ▲ Sept 2019	Requires improvement ▲▼ Sept 2019	Outstanding ▲ Sept 2019	Good ▲ Sept 2019

The rating for well-led is based on our inspection at trust level, taking into account what we found in individual services. Ratings for other key questions are from combining ratings for services and using our professional judgement.

Our culture of continuous improvement has led to many examples of excellent services and teams and recognition of these are given in many ways, the most prominent of which is our annual Exceptional Healthcare Awards. We will continue to build on our philosophy of sustained improvement and continue to demonstrate high quality, safe care with excellent patient outcomes and feedback. Continuous improvement will be underpinned by an open and fair safety culture in which everyone is comfortable with speaking up when things are not right, learns when things do not go to plan and from practice that results in excellence. Our learning will be strengthened by working in partnership with patients, carers and families to reduce any future harm.

Education, training, and development

As a responsible employer we care deeply for the people who work here and are committed to ensuring we have a highly skilled and motivated workforce. Not only is this the right thing to do, it is also fundamental to our success. We will continue to embrace our responsibility for developing the workforce of the future in collaboration with other local care providers, the Universities and Health Education England. We want this to be the start of an ongoing conversation with our workforce and we will:

- Continue our roles in undergraduate and postgraduate training of health care professionals, providing high quality clinical placements and excellent teaching facilities
- Work with others to establish new roles that increase the opportunities people have to join the health workforce and make maximum use of available skills
- Expand our excellent apprenticeship programmes
- Support and promote the continuous development of all of our staff so that each can maximise their potential

Continuous improvement

We cannot predict all of the changes required of our services in the years ahead and so we must continue to invest in the capability of our people to enable them to address new challenges as they arise. We must create an organisation that is agile in responding to new challenges.

We are proud of our culture which encourages our workforce to continually improve and expect to continuously innovate what we do in the years ahead. Effective working in complex teams is a core reason for our recent successes at NBT. We will continue to develop team working capabilities using our award winning Perform methodology.

We intend that this will be embedded in every part of our organisation. We will develop high levels of capability by using data to identify challenges that require action and to support effective change. We will bring together the change management expertise in the Trust to maximise the transformation resource available to our services.

The capability in the Programme Management Office and the Quality Improvement team will be continuously reviewed to ensure that we have the correct mix of skills for delivering the improvements we need.

Research

We are a well-established research centre with a multidisciplinary infrastructure that supports a broad range of clinical research. Delivering excellent clinical research is important for us as it supports improving patient outcomes as well as attracting and retaining talented staff. It is therefore our intention to further develop our strengths in research and maximise opportunities for our patients and staff to be involved. We will:

- Increase our capability to deliver research that is important to, and prioritised by, patients
- Continue to be a key contributing member of Bristol Health Partners and the West of England Clinical Research Network to enhance our combined research strengths
- Ensure access to cutting-edge treatments with appropriate safeguards that improve patient outcomes

Improve patient safety and care by rapidly adopting evidence-based research outcomes Innovation and technology In the future the adoption of technology and digital solutions will be fundamental to our transformation. We have recognised the opportunities from advances in technology in our Digital Strategy through which we will deliver:

- Digital systems that support safe and effective care
- Patient care information available wherever the patient is located in the health system. This will improve quality, avoid wasted duplication and ensure access to information is not a cause of delays
- Improved availability of data to help understand and develop our services and support our continuous improvement programmes
- Easily accessible information that will help our teams plan their work, purchase the right equipment and act within available resources
- Information in the hands of patients and carers to enable them to take control of their health and care

Ability to rapidly adopt the opportunities of new technologies as they arise We will also develop our capacity to support the generation of innovations, and accelerate their adoption into our services. In particular, we will:

- Partner with the Academic Health Science Network, universities and industry to collaborate on the development of technologies that address our patient's needs
- Build on technologies such as clinical robotics and 3D printing to improve effectiveness of our services
Make sure we are ready to take advantage of opportunities that present themselves from artificial intelligence and machine learning technologies
- Stay at the forefront of the personalised healthcare revolution driven by the development of genomics

Employer of choice



There is no part of society that the NHS does not reach, and we should never underestimate the responsibility we have to the people we serve and care for. At the same time, we are nothing without the people who work for us. Without the vast array of skills and capabilities of our staff we would not be able to provide the very personal care we do or achieve the bold ambitions we have set out in our strategy. We can only be successful by continuing to employ talented people with a commitment to providing excellent care. We need to recognise that working in a busy hospital can be tough and the wellbeing of the people who work here can be challenged. If we want our staff to feel healthy, happy and well then we need to be totally committed to creating an environment for work that allows our people to thrive and deliver their very best for our patients.

As a large and established employer we seek to provide a great place to work. To achieve that it is important we recognise that people are leading increasingly busy lifestyles with many conflicting demands. People want to work more flexibly and the idea of a set working base with set working patterns is increasingly outdated.

We will continue to work with our staff to ensure an appropriate balance between flexibility in employment options and the need to provide 24/7 services. We strive to support our staff to make working at NBT fit well with their lives, be that by:

- Providing onsite childcare services
- A comprehensive travel to work offer
- Onsite facilities for staff including catering and fitness classes
- Hospital Arts and Sustainability programmes

Our ambition is to become a truly inclusive OneNBT, where people feel a sense of belonging and identity. To achieve this, we have adopted an approach called Valuing You through which we will create equality of opportunity for all. We will provide a broad training and development offer for all our staff so they are supported in their continuous development. Our comprehensive health and wellbeing offer is key by supporting our staff to be fit and healthy themselves, so we can provide better care for our patients. We recognise the pressure inherent in providing health care and we will continue to improve the support we provide for our staff's health and wellbeing, building on the programmes we have already established

As a new consultant within NBT will ensure that you receive a comprehensive induction and onboarding programme which will include access to a mentor, and our New Consultant Programme, where we will give you the opportunity to network with other consultants who are new to the Trust, meet and develop key working relationships with members of the Office of the Medical Director as well as other Executive members.

In addition, we offer all our consultants a generous study leave package comprising of up to 30 days over three years and up to £1000 per year study leave budget.

Job Description

Job Title: Consultant Urological Surgeon

Pay Scale: Medical and Dental Consultant

No of PAs: 6 + 1.5 SPA

Responsible to: Clinical Lead – Kate Warren

Professionally accountable to: Clinical Director – Andy Smith

Base/Department: Bristol Urology Institute

Locations: Southmead Hospital & Weston General Hospital

Job Plan: An indicative job plan is below, although the individual will be expected to work flexibly to fulfil high professional standards and contribute to Department and Trust priorities.

Summary of the role:

Clinical Duties

- The postholder will be responsible for the clinical management of patients under their care, and, in liaison with consultant colleagues, continuity of care when the postholder is absent.
- The work of the BUI is now delivered across 2 sites (Southmead Hospital & Weston General Hospital). The postholder is expected to deliver care on both/either site according to their agreed job plan and the need of the service.
- The postholder will be expected to provide general/core urology service and be part of the non muscle invasive bladder cancer team. They would be expected to contribute to fast track and diagnostic clinics. Support and mentoring will be provided where required.
- As part of the division's target to expand theatre usage and improve theatre utilisation, the postholder, with other consultants, will provide flexible theatre cover as part of their weekly programmed activities aimed at providing extra capacity to meet cancer and RTT targets. These number of sessions will be pro rata given the post is less than full time.
- The post holder will contribute to the on call consultant and consultant of the week rota including out of hours cover on a pro rata basis. On call commitments may vary depending on the site where these services are being delivered (Southmead Hospital/Weston General Hospital). A hybrid rota between the 2 sites may be implemented.

- The post-holder will be expected, when required, to deliver regular clinical sessions in neighbouring trusts as part of outreach specialist clinics or in collaboration with other partners in Urology Area Network.
- The post-holder will work a flexible Job Plan of 6 PA per week to help the department achieve its targets in both cancer and non-cancer urology.

The Department:

The Bristol Urological Institute (BUI) was founded at Southmead Hospital in 1994 to concentrate the teaching and research activities of the Bristol urologists and colleagues in the Southwest of England. It provides a comprehensive urology service and, following a period of significant expansion, has recently been reconfigured to create a single centre of excellence in North Bristol. This centre of excellence delivers improved clinical outcomes for patients and provides a better patient experience.

All the surgical inpatient and day case urology services was consolidated in to the new Southmead Hospital (the 'Hub'), with 'spoke' sites providing outpatient appointments and some diagnostic services at locations across Bristol, North Somerset and South Gloucestershire (BNSSG).

On 1st December 2021, The Urology Services at **Weston General Hospital** (Part of Weston and University Hospitals Bristol NHS Trust) merged to become part of the Bristol Urological Institute at North Bristol NHS Trust. The "Weston Site" continues to offer a comprehensive urology service and to work as a spoke with Southmead site as the Hub. Plans to further develop urology services at Weston are underway.

The department provides and manages inpatient, day case and outpatient urology services for the city of Bristol. It consists of four dedicated theatres running Monday to Friday (including three session days) plus additional lists in other theatres. A dedicated urology outpatient department delivers a diagnostic service including selected One Stop Clinics for new patients, and flexible cystoscopy lists. Ultrasound scanning facilities are available in both the Urology outpatient department and theatres. There are urology inpatient beds on a shared urology ward and the department also has access to short-stay beds ward for day care patients and those having an overnight stay.

The department is a tertiary centre for Endourology in the Southwest of England; looking after stone patients. The unit provides a high volume stone service and in collaboration with the Interventional radiology department undertakes over 100 PCNL (mini, Supine and Standard prone) yearly; and over 400 upper tract ureteroscopies, rendezvous ureteroscopies, stone surgery in complex patients. We also have two dedicated Stone specialist nurses who manage the acute stone service with dedicated pathways. The Fixed site Lithotripter service with dedicated Diagnostic Radiographers and nurses treats patients throughout the working week with almost 900 patients treated yearly.

The BUI is the regional centre for complex urological cancer care for the Avon, Somerset and Wiltshire Cancer Network and has a large urological cancer workload. The department has two Da Vinci X Robots to support its oncological work. Plans to acquire a 3rd Robot to expand the multispecialty robotic work are well underway.

Diagnostic facilities include dedicated One Stop clinics for new patients with suspected cancer. We are also developing cystoscopy services and have an on-site Holmium laser to deal with both bladder and ureteric transitional cell tumours.

BUI @ Weston General Hospital

The urology services at the Weston site are being evaluated and opportunities explored. The Healthy Weston Project is exploring transforming Weston General Hospital into an elective surgical site. Currently, new cancer

referral, general diagnostics and core urology procedures continue to be delivered at Weston and reports under NBT. Plans and funding are in place to further develop other services such as stones, male LUTs and andrology services at the Weston site.

Resources Available

- Facilities (wards, outpatient clinics, bed support services) as detailed above
- Clinical Services (e.g. links with other clinical service departments)
- Secretarial Support / Office Accommodation: will be provided from the urology team
- Activity / Contracts as forecast for post-reconfiguration of the urology service:

Elective inpatients: 2,183

Non-elective inpatients: 1,202

Day Cases: 9,458

Outpatients (new): 8,066

Outpatients (follow up): 16,706

- Diagnostic Facilities:

Lithotripsy

Urodynamics

One Stop Clinics

Transperineal Ultrasound Guided Prostate Biopsy

Cystoscopy

- Therapeutic Facilities:

Da Vinci robots

Holmium Laser

Thulium Laser

- Academic Facilities:

North Bristol NHS Trust has Medical Education facility which provides a restaurant facility for doctors and

a lounge area where a good selection of daily newspapers and coffee is available during working hours, presently 09.00 – 17.00 hours Monday to Thursday and 08.30-16.30 hours on Friday.

A Diary Card is published three times a year, giving details of the many meetings and events that take

place each term.

An extensive range of audio-visual equipment is available, including the latest multi-media projection systems, portable audio-visual equipment and video-conferencing links.

Team structure:

Clinical Director: Mr Andy Smith

Clinical Lead: Miss Kate Warren

Divisional Operations Director, ASCR Division: Mrs Harriet Livesey

General Manager: Mrs Jay Parry

Communications and Relationships:

The post holder will be expected to have excellent communication skills, both written and verbal, to enable effective communication about medical topics with patients and colleagues. The post holder will be empathetic and sensitive to patients needs and able to explain things clearly – particularly complex or sensitive information. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service. The post holder will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.

Key working relationships:

Mr Anthony Koupparis, Pelvic Oncology
Mr Anthony Timoney, Endo-urology
Mr Francis Keeley, Endo-urology & Laparoscopy
Mr Joe Philip, Endo-urology & Stones Lead
Mr Andrew Harris, Stones & General Urology (joint appointment with Swindon)
Mr Edward Rowe, Pelvic oncology
Prof Hashim Hashim, Neuro-urology, Reconstructive Urology, Urodynamics & Incontinence
Mr Raj Pal, Pelvic Oncology
Mr Salah Albuheissi, Upper Tract oncology
Mr Adi Manjunath, Urethral Surgery & Penile Cancer
Miss Kate Warren, General Urology, superficial bladder cancer, clinical lead
Miss Helena Burden, General Urology and superficial bladder cancer lead, Educational Lead
Mr Farukh Qureshi, General Urology
Mr Jonathan Aning, Pelvic oncology
Mr Stefanos Bolomytis, General Urology, Governance Lead
Mr Hugh Gilbert, General Urology and superficial bladder cancer
Mr Ahmed Mahrous, Renal-oncology
Mr David Dickerson, Urethral Surgery & Penile Cancer
Mr Matthew Goh, General Urology and stones
Miss Carolina Ochoa, Female and Functional Urology, Reconstructive Urology
Mr Su-Min Lee, Endo-Urology
Miss Ayo Kalejaiye, Andrology and Penile Cancer
Miss Zsuzsuanna Zlotter, Renal-oncology, Emergency urology lead

- Specialist Registrars x 5
- Post-CCT Subspecialty Fellows x 4
- SHOs (CT / GPVTS) x 3
- Trust Grade F2s x 2
- F1s x 3
- Research Fellows x 2

Future changes in numbered training posts may mean changes in the Junior Medical Staff within the Directorate firm.

Lithotripter Unit: 2 radiographers, 3 nurses, 1 administrator

Responsibility for Patient Care:

The post holder will have continuing responsibility for the care of patients in his or her charge and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.

Responsibility for financial / physical resources and policies:

The post holder will be expected to adhere to Trust policy and procedures as well as contributing to policy and service development. The post holder should have enough understanding of NHS financial management in order to provide the best service possible. They will minimise waste, improve services, and promote effective use of resources available.

The Post holder should understand the roles and policies of local and where relevant national agencies involved in healthcare.

Responsibility for People Management:

The Post Holder will be expected to provide compassionate leadership to their clinical teams. This may include multi-agency teams within Primary and Secondary Care. They will be responsible for the supervision of junior staff within their team and will lead by example and with compassion.

Teaching and Supervision of Junior Medical Staff & Students:

We aim to support the development of all our doctors, whilst maintain an environment where patient and staff safety is paramount. A key element of that is ensuring high quality clinical and educational supervision. The postholder will be responsible for the professional supervision and management of junior medical staff. Where appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers. Time will be allocated within job plans to support this activity.

Research and Development:

At NBT we have a well-established Quality Improvement programme and the post holder will contribute to this. There are also opportunities for clinical audits both locally and nationally and the post holder will support more junior staff with this activity.

The post-holder will be required to fulfil the requirements laid down by the relevant Royal College, and to fulfil the requirements for revalidation laid down by the General Medical Council.

The post-holder will not necessarily be expected to undertake research, however opportunities do exist and encouragement is given to develop collaborative projects with other departments within the Trust or with the University of Bristol and the University of the West of England. The post-holder will be required to submit all research development plans which have resource implications to the Clinical Director prior to implementation.

There is a professionally staffed Medical Library in the Medical Postgraduate Centre at Southmead Hospital, with a rapid service between this and the University Library situated in the centre of Bristol city. A computer

literature search facility is available for which a charge is made, and the library has links with other networks. The libraries are at the forefront of developments in electronic knowledge delivery.

Study:

The post-holder can request up to a maximum of 30 days study leave within a 3-year period (pro rata for part-time posts) as stated in the Terms and Conditions of Service.

Partnership working:

The post holder will be required to work in partnership with colleagues of all disciplines, external stakeholders and service users, to ensure the creation of a quality service. The will commit to shared goals in the department by building effective teams, valuing the roles and contribution of others.

Equality and Diversity:

At NBT our culture is one of true inclusivity and aims to positively eliminate discrimination by promoting a diverse and inclusive culture. As a minimum the post holder will ensure that their own actions support diversity and equality and they will comply with policies, accept differences and treat all with dignity and respect.

Personal Development:

At NBT we are committed to supporting all staff with their personal and career development and also developing our aspiring leaders. Access to relevant study leave will be available, subject to discussion and agreement of the department clinical lead.

Main conditions of service:

This appointment is subject to the terms and conditions – Consultants (2003) and any current amendments. The post holder will be expected to be aware and comply of local policies and procedures as well as comply with all Trust standing orders and standing financial instructions. All offers of employment are subject to pre-employment clearances.

It is a legal requirement that all doctors be on the GMC's Specialist Register before a consultant appointment may be taken up. Candidates in the Specialist Registrar grade must therefore either already hold a CCT or be

due to be awarded one within six months of the interview date for applications to this post. All other categories of doctor must already be entered on to the Specialist Register.

The consultant will be required to maintain his / her private residence in contact with the public telephone service. Assistance can be given with the cost of installation and rental charges as appropriate.

The post-holder will be required to live no more than 30 minutes travelling time from the base hospital.

Health: the passing of a medical examination is a condition of appointment to all medical and dental posts in the hospital service. The Trust will require the successful candidate to provide a certificate signed by a

medical practitioner, stating that the postholder is free from any medical defect or disease which would impair his / her capacity to undertake the duties of the post.

Hepatitis B: The successful applicant will be required to provide documentary evidence of natural or acquired immunity to Hepatitis B. Where this is not possible, the postholder will be required to demonstrate, by recent evidence (within the last year) of serology showing the absence of Hepatitis B surface antigen.

Job Plan:

The post holder(s) will have a 7.5 programmed activities (PA) job plan, 6 Direct Clinical Care (DCC) and 1.5 Supporting Professional Activities (SPA).

The job plan details, and exact timetable will be discussed and agreed between the successful candidate(s) and Clinical Lead to reflect the needs of the service with a flexible approach expected to support the changing needs of our service across the NBT sites.

A formal job plan will be reviewed between the Post Holder and Specialty Lead within three months after commencement in post.

The job plan will be reviewed prospectively and at least annually. This will be a positive agreement that sets out a Consultants duties, responsibilities and objectives for the coming year.

An indicative job plan is included in this document:

Pre-interview visits:

Prospective candidates are encouraged to visit the Trust and meet members of the management team prior to interview (subject to Covid restrictions). Appointments can be made for a visit at any point prior to the date of interview.

Please contact: Miss Kate Warren – Clinical Lead via switchboard

Proposed job plan

(to be confirmed and agreed with post holder within three months after commencement)

Day	Time	Location	Work	Categorisation	No. of PAs
Monday	AM				
	PM				
	Eve				
Tuesday	AM	Weston General	Clinic	DCC	1.25
	PM	Weston General	Diagnostic	DCC	1.25
	Eve				

Wednesday	AM	Southmead Hospital Alt Weeks	Outpatient TULA	DCC	0.625
	PM	Southmead Hospital Alt Weeks	Theatre	DCC	0.625
	Eve	Southmead Hospital Alt Weeks	Theatre	DCC	0.625
Thursday	AM	Southmead Hospital Alt Weeks	Clinic	DCC	0.625
	PM	Southmead Hospital Alt Weeks	Theatre	DCC	0.625
	Eve	Southmead Hospital Alt Weeks	Theatre	DCC	0.625
Friday	AM				
	PM				
	Eve				
On Call		Site dependent			0.6

<u>Programmed activity</u>	<u>Number</u>
Direct clinical care (including unpredictable on-call)	6.5
Supporting professional activities	1.5
Other NHS responsibilities (to be discussed with Clinical Director)	0
External duties (to be discussed with Clinical Director)	0
Total Programmed Activities	8

PERSON SPECIFICATION

Assessment at Shortlisting stage

Category	Essential	Desirable	Scoring Matrix
<u>Qualifications And Registration</u>	<p>FRCS (or equivalent)</p> <p>Maintain Full registration with the GMC.</p> <p>Must have CCT in Urology and have been entered on the GMC Specialist Register at the time of the appointment.</p> <p>Specialist registrars that do not hold a CCT must be due to be awarded one within 6 months of the interview date.</p>	Higher academic qualification (e.g. MD or MS).	Qualifications
<u>Training And Experience</u>	<p>Recent experience and familiarity of UK hospital systems and practices (or equivalent).</p> <p>Minimum of 5 years postgraduate experience including higher surgical/medical training, three years as a Senior Registrar in an approved training post, or equivalent. Part of this period may be in a post of equivalent responsibility and training potential.</p> <p>Training in diagnosis and treatment of General urology and LUTS management</p>	Fellowship Training	Experience
<u>Further Training, Management, Audit</u>	<p>Evidence of recent CME/ reasonable training progression at this stage of career.</p> <p>Experience in audit project and written up</p> <p>Knowledge of contemporary NHS management issues.</p> <p>Knowledge of political context within which we operate.</p>	Completion of a general management course or programme.	Knowledge
<u>Research, Teaching, Publications</u>	<p>Proven teaching ability.</p> <p>Willingness to undertake teaching of medical under-graduates & postgraduates.</p>	<p>Proven track record in research.</p> <p>Willingness to undertake further research.</p> <p>Ability to gain the trust and confidence of colleagues and patients.</p> <p>Ability to teach effectively</p> <p>Evidence of relevant publications in peer reviewed journals.</p> <p>Demonstration of involvement in clinical directorate management.</p>	Skills
<u>Leadership and Teamwork</u>	<p>Proven ability to build and maintain effective teams</p> <p>Have a positive attitude towards members of the wider healthcare team</p> <p>Evidence of good organizational and compassionate leadership skills</p> <p>Evidence of positive development and change management</p> <p>An understanding of positive leadership in the context of healthcare.</p>		

<u>Communication skills</u>	<p>Is empathetic and sensitive to the needs of others including patients and colleagues.</p> <p>An ability to explain complex and sensitive information, sometimes under stressful circumstances to others.</p> <p>Must be able to influence and persuade effectively.</p> <p>Must have excellent written and verbal communication skills in order to write and present management reports as required.</p>		
<u>Other</u>	<p>Must reside within 30 minutes or ten miles from the principle place of work</p> <p>Must hold the appropriate Home Office work / residence status in order to provide work in the UK.</p>		