

Job Description

Job title:	Clinical Education and Leadership Fellow
Division:	GI Services
Board/corporate function:	Surgery and Cancer Board
Salary band:	MT04
Responsible to:	Clinical Lead for GI Medicine
Accountable to:	Divisional Clinical Director, GI Services
Hours per week:	40 hours per week – 12 months fixed term contract
Location:	University College London Hospitals

University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing and Grafton Way Building)
- National Hospital for Neurology and Neurosurgery
- Royal National ENT and Eastman Dental Hospitals
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, infection, neurological, gastrointestinal and oral disease. It has world class support services including critical care, imaging, nuclear medicine and pathology.

We are committed to sustainability and have pledged to become a carbon net zero health service, embedding sustainable practice throughout UCLH. We have set an ambitious target of net zero for our direct emissions by 2031 and indirect emissions by 2040.

UCLH Vision and Values

At UCLH, we have a real 'One Team' ethos, and our values – safety, kindness, teamwork and improving, are central to the way we work. This is supported by our staff, who voted us as the #1 NHS Acute Trust to work for in the whole of England.

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

We deliver our vision through [values](#) to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

We put your **safety** and wellbeing above everything

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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We offer you the **kindness** we would want for a loved one

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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We achieve through **teamwork**

Listen and hear	Explain and involve	Work in partnership	Respect everyone's time
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We strive to keep **improving**

Courage to give and receive feedback	Efficient and simplified	Develop learning through	Innovate research and
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Equality, Diversity, and Inclusion at UCLH

At UCLH, we take equality of opportunity seriously and are committed to being a diverse and inclusive employer, with a culture that creates a real sense of belonging and trust. Respect, inclusion and sensitivity are hallmarks of quality of our care. That is why it is our fundamental aim, to recruit, retain and promote a diverse mix of people from all backgrounds, cultures, and perspectives, who are representative of our local communities to support our world class research, innovation, and creativity. We are proud to have 5 different networks that are owned and led by our staff which give a voice to all our staff to feed up to leadership of the organisation, including the Trust board, thus creating a sense of community and support and help drive cultural change to become a more inclusive organisation.

Our staff networks are:

- Black, Asian and Minority Ethnic (BAME) Network
- Lesbian, Gay, Bisexual Transgender, Queer, Intersex and Asexual (LGBTQIA+)
- Women's
- Disability Network
- Mental Health Network

GI Division

The GI Services Division sits within the Surgery and Cancer Board and encompasses the following specialist areas:-

- Bariatric/Obesity Services
- Upper GI Cancer Surgery
- Colorectal surgery
- Vascular Surgery
- GI Medicine

The Division is responsible for floor 7 and 9 of the UCH Tower and the Endoscopy Unit.

The GI Division is led by a Divisional Clinical Director (Dr Sara McCartney and a Divisional Manager, Tom Connolly) supported by Divisional Senior Nurses (Dympna Mangan, Janet Saunders and Ellie Knights).

Job Purpose

This innovative post is designed for doctors who have completed Core Medical Training (CMT) as a developmental opportunity prior to taking up a higher specialty physician training post. The Fellowship will be for a period of 12 months from September 2024.

Key Working Relationships

The post-holder will work closely under the direction the Clinical Lead for GI Medicine and the Clinical Lead for Endoscopy with duties appropriate to their experience and specialty. They will be responsible for teaching and mentoring more junior staff within the specialty.

Key working relationships will include GI Surgical and Medical Clinicians, Divisional Management team, Ward Sisters, Clinical Nurse Specialist, Enhanced Recovery Nurses, Bed management and discharge support team, AHPs, GPs and patients and carers.

Key Results Areas

The fellows will work providing cover for periods of immersion training in endoscopy for registrar colleagues. It is anticipated that the successful postholder will be trained in upper GI endoscopy and undergo their own immersion period during their 12 month tenure.

The fellows will be supported to complete work on quality improvement and quality assurance aligned with national and regional diagnostics and cancer workstreams. Exact timetables will be confirmed upon appointment. There may be an option to join the on-call rota, subject to discussion with the employing Trust.

Main Duties and Responsibilities

Clinical work

The postholder will cover the daytime duties of the paired gastroenterology trainee for all inpatient, day case and outpatient work for the gastroenterology service outside of endoscopy. Each fellow will have a named clinical and educational supervisor who will be responsible for supporting the postholder in gaining capabilities for progression within gastroenterology and endoscopy.

Quality improvement and endoscopy:

Training for upper GI endoscopy (including transnasal endoscopy) will be provided. Undertaking quality improvement and/or service development projects under the direction of the service leads within diagnostics and cancer. Support, supervision and mentorship will be provided.

Investor in People

- To communicate on a regular basis with staff regarding the Trusts objectives, plans and business developments.
- To train and develop members of staff

Health and safety

- The Trust recognises and accepts its responsibility to provide a safe and healthy working environment for anyone on its premises.
- As an employee you also have a duty to take reasonable care of your own health and safety. This includes ensuring that you are aware of and follow all Trust health and safety and infection control procedures relevant to your work and participate in relevant mandatory training and annual control of infection control updates. You will be expected to consistently follow high standards of infection control practice and this includes hand cleansing and aseptic techniques for clinical staff.

N.B. Some roles require additional levels of checks as a part of the employment process i.e. roles which come into contact with children, vulnerable adults or their families should have the responsibility towards their welfare, explicitly stated in the job description.

Other

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

You will be expected to actively participate in annual appraisals and seek to implement our Equality, Diversity and Inclusion Policy and the objective to promote equality of opportunity in relation to the duties of the post. Objectives will be set, that your performance will be monitored against in conjunction with your manager.

Sustainability at UCLH

You will be required to demonstrate a personal commitment to the Trust's Net Zero Strategy and to take personal responsibility for carrying-out your work duties in a way which is compliant with this strategy.

Person Specification

DEPARTMENT	JOB TITLE
GI Services	Clinical Education and Leadership Fellow

Requirements	Essential	Desirable	Assessment Criteria			
			A	I	R	T/P
Knowledge and Qualifications						
First Medical Degree	✓		✓			
Full GMC Registration	✓		✓			
Evidence of recent CPD	✓		✓			
Evidence of successful completion of Core Medical Training (CMT)		✓	✓			
Higher speciality qualifications Distinctions/Honours/Prizes		✓	✓			
Post Graduate Qualification						
Experience						
Professional attitude	✓			✓		
Good organisational and time management skills with evidence of sound basic clinical skills	✓			✓		
Experience of delivering teaching or training, as faculty on local, regional or national courses.	✓			✓		
Excellent communication skills with patients, relatives, GPs and the wider multi-professional clinical team.	✓		✓	✓		
Evidence of team working ability, including work under pressure	✓		✓	✓		
Experience of quality improvement, service development or clinical audit work.		✓		✓		
Experience of acting up as a medical registrar on the acute medical take		✓		✓		

Experience of working in gastroenterology during foundation or core medical training (or equivalent)		✓	✓	✓		
Peer Reviewed Publications		✓		✓		
Evidence of designing, leading or collaborating and completing at least one cycle of a quality improvement project, with a formative project assessment by a supervisor or equivalent (quality improvement project assessment tool (QIPAT) or equivalent).		✓		✓		
Evidence of presenting a quality improvement project at local, regional or national meetings		✓		✓		
Publication as author or co-author of a quality improvement report in a cited publication.		✓		✓		
Experience of designing, setting up and evaluating teaching courses.						
Skills and Abilities						
Sound basic clinical skills including history taking, clinical examination and appropriate investigation.	✓			✓	✓	
Ability to make and implement management plans and clinical protocols.	✓			✓	✓	
Ability to maintain a high quality clinical record.	✓			✓	✓	
Personal management skills including time management and managing paperwork satisfactorily.	✓			✓	✓	
Manipulative skills to enable practical procedures	✓			✓	✓	
Leadership skills	✓			✓	✓	
Good IT skills	✓			✓	✓	
Clinical Audit experience	✓			✓	✓	
Knowledge of Clinical Governance framework of NHS	✓			✓	✓	

Enthusiasm for teaching junior staff within the specialty	✓			✓	✓	
Ability to carry out research	✓			✓	✓	
Experience of teaching		✓		✓	✓	
Experience of research		✓		✓	✓	
Communication						
ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade/ negotiate.	✓		✓	✓		
Personal and People Development						
Accountability - ability to take responsibility, lead, make decisions and exert appropriate authority.	✓			✓	✓	
Interpersonal Skills - ability to see patients as people, ability to empathise and work co-operatively with others.	✓			✓	✓	
Ensure the risk of infection to self, colleagues, patients, relatives and visitors is minimised by:	✓					
Being familiar with, and adhering to Trust policies and guidance on infection prevention and control.	✓					
Completing all required training and education (both via e-learning and face to face) on infection prevention and control.						
Including infection prevention and control as an integral part of your continuous personal/professional development and included in your annual appraisal	✓					
Taking personal responsibility so far as is reasonably practicable, in helping ensure that effective prevention and control of health care associated infections is embedded into everyday practice and applied consistently.	✓					
	✓					

A= Application I= Interview R= References T/P = Test/Presentation