

# JOB DESCRIPTION & PERSON SPECIFICATION

Job title:

## GOSH profile

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is an international centre of excellence in child healthcare. GOSH is an acute specialist paediatric hospital with a mission to provide world-class care to children and young people with rare, complex and difficult-to-treat conditions.

Together with our research partner, the UCL Great Ormond Street Institute of Child Health, we form the UK's only academic Biomedical Research Centre specialising in paediatrics. Since its formation in 1852, the hospital has been dedicated to children's healthcare and to finding new and better ways to treat childhood illnesses.

Great Ormond Street Hospital receives nearly 300,000 patient visits (inpatient admissions or outpatient appointments) every year (figures from 2018/19). Most of the children we care for are referred from other hospitals throughout the UK and overseas. There are 60 nationally recognised clinical specialities at GOSH; the UK's widest range of specialist health services for children on one site. More than half of our patients come from outside London and GOSH is the largest paediatric centre in the UK for services including paediatric intensive care and cardiac surgery.

Through carrying out research with the UCL Great Ormond Street Institute of Child Health, University of London and international partners, GOSH has developed a number of new clinical treatments and techniques that are used around the world.

The UK's only academic Biomedical Research Centre (BRC) specialising in paediatrics is a collaboration between GOSH and UCL Great Ormond Street Institute of Child Health. We are a member of University College London (UCL) Partners, joining UCL with a number of other hospitals – an alliance for world-class research benefitting patients.

In partnership with six other NHS trusts, we are the lead provider for North Thames Genomics Medicine Centre, part of the national 100,000 Genomes Project.

# Great Ormond Street Hospital at a glance



## Great Ormond Street Hospital Culture and Values

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:



## Diversity & Inclusion

Here at GOSH, we believe that improving lives for our patients begins with improving how we learn, work and grow as colleagues. So, we're changing. We know that we need to develop a more inclusive culture where everyone feels seen and heard. By growing an ever more diverse workforce, we'll have a greater range of perspectives and knowledge in our GOSH community, meaning that we can provide the children and young people at our hospital with even better care. At GOSH we have opportunities for our staff to engage with colleagues through the following networks: REACH (Race, Ethnicity and Cultural Heritage) ENABLED (Enhancing Abilities & Leveraging Disabilities Network), PRIDE & Women's networks.

Job title: Trust Fellow in Immunology, Infectious Diseases and BMT	
<b>Directorate</b>	Blood, Cells & Cancer
<b>Band</b>	Equivalent Specialist Trainee 4+
<b>Supervised by</b>	Specialty Lead
<b>Type of contract</b>	12 month fixed-term contract
<b>Hours per week</b>	<p>40 basic hours plus an additional 'out of hours' equating to a maximum of 48 hours per week on average*</p> <p><i>* Seven Day Working Week</i>  <i>The Trust is moving towards a seven day service in line with NHS England requirements. As such it is likely you will be required to work some of your contracted hours in the evenings and/or at weekends in line with service requirements.</i></p>
<b>Location</b>	Great Ormond Street Hospital - Immunology, Infectious Diseases and BMT (Robin, Fox, Pelican and Safari wards)
<b>Budgetary responsibility</b>	N/A
<b>Manages</b>	N/A

## Main purpose of the job

This is an established Trust Fellow post, working in the Immunology/Infectious Diseases/BMT Unit. The post holder will join the teams managing the care of Immunology, Infectious Diseases and BMT in-patients and children attending the Safari Day care unit.

The immunology department offers a comprehensive diagnostic and treatment service for children with recurrent infections and primary immunodeficiency. Some of the severe forms of immunodeficiency are treated by bone marrow transplantation (BMT). There is an active translational research programme in gene therapy for immune deficiencies and novel cell based therapies for treatment of these conditions. GOSH/ICH is a world leader in this area. Alongside UCL ICH GOSH is also running a thymus transplantation programme and is one of only two such centres in the world. The major part of the in-patient work involves care of children whose disorders fall within the remit of the supra-regionally funded bone marrow transplant service for severe immunodeficiency. There is close collaboration between GOSH and Newcastle – the second supra-regional centre - in this area. The department provides a consultation service for other units in the hospital.

The infectious diseases unit offers extensive experience in the management of serious infections and in the investigation and management of unusual infections. The unit also cares for patients admitted with tropical infections and some experience will be obtained in this field. Care is also provided for children with HIV infections. The Infectious diseases unit has close links with microbiology, and joint wards rounds are held. Regular ID input is provided to paediatric services with the GOSH partnership in London. A significant proportion of the ID department's work is providing an in-patient consultation service to other departments within the hospital.

Bone marrow transplantation is performed for severe primary immunodeficiency, malignant and non-malignant haematological disorders, solid tumours, rheumatological and other autoimmune problems, metabolic disorders, and severe gastroenterological disorders. The BMT unit is one of the largest for children in Europe.

There is a heavy commitment to research, and many of the patients are participating in research programmes or clinical trials. Particular areas of research are the molecular basis of immunodeficiencies, gene therapy, HIV infection, COVID/PIMS-TS and defects in specific antibody responses, the diagnosis and treatment of opportunistic infections and new approaches to stem cell transplantation for genetic disorders.

## In-patient facilities

Patients are managed on two wards, as outlined below:

### ***(I) BMT unit – Fox Ward***

This 10 bedded unit undertakes care and management of patients undergoing Bone Marrow Transplantation. Approximately 80 BMTs are performed per annum.

### ***(II) Immunology – Robin Ward***

This 10 bedded unit is devoted to care and management of patients with primary immunodeficiencies pre and post BMT

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### ***(III) Infectious diseases/Immunology – Pelican Ward***

This 16 bedded unit is devoted to care and management of patients with infectious diseases, immunology, rheumatology and dermatology including day cases.

#### **Out- patients and day-cases**

Out-patient clinics are held regularly for immunodeficiency, general infectious diseases, HIV, TB, Hepatitis B and C, congenital infection, PIMS-TS and other specialised ID clinics. Bone marrow transplant follow-up clinics are held weekly for short-term follow-up and monthly for medium and long-term follow-up. Combined clinics are held with respiratory, gastroenterology and dermatology, as well as a multidisciplinary clinic for children with chromosome 22q11 microdeletion syndrome. Children are frequently seen as day-cases for multi-disciplinary review and investigation, for immunoglobulin infusions and sometimes other complex therapies.

There is a rapid access unit for infectious diseases (RAID) which caters for children referred from other hospitals for management plans and investigation as daycases.

The successful candidate will rotate through all 3 areas although it may be possible to prioritise one or more areas depending on the preferences of the rest of the team.

#### **Key working relationships**

##### **Consultants:**

##### **Infectious Diseases**

Dr Delane Shingadia	Consultant in Infectious Diseases
Dr Karyn Moshal	Consultant in Infectious Diseases
Prof Nigel Klein	Professor of Infectious Diseases
Dr Alasdair Bamford	Consultant in Infectious Diseases
Dr Louis Grandjean	Consultant in Infectious Diseases
Dr Seilesh Kadambari	Consultant in Infectious Diseases

##### **Immunology**

Dr Austen Worth	Consultant Immunologist
Prof Graham Davies	Consultant Immunologist
Dr Winnie Ip	Consultant Immunologist
Prof David Goldblatt	Professor of Vaccinology
Prof Adrian Thrasher	Professor of Molecular Immunology
Prof Waseem Qasim	Reader in Immunology
Prof Claire Booth	Consultant Immunologist
Dr Maaïke Kusters	Consultant Immunologist
Dr Reem Elfeky	Consultant Immunologist



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#### Bone Marrow Transplant

Prof Persis Amrolia	Consultant
Dr Kanchan Rao	Consultant
Dr Robert Chiesa	Consultant
Dr Juliana Silva	Consultant

#### **Junior/Middle grade medical staff – shared between Imm / ID / BMT:**

9 Specialist Registrars/ Trust fellows (One of which is this post)  
1 SHO  
1 Senior ID fellow  
1 Senior Immunology fellow  
A Number of Research fellows/Honorary Registrars

#### **Team of Clinical Nurse Specialists, specialising in:**

- Complex immunodeficiency and BMT
- Gene therapy/BMT long-term follow-up
- Antibody deficiency/ Immunoglobulin therapy/ home therapy
- HIV
- Infectious Diseases/TB/PIMS-TS
- Bone Marrow Transplantation

#### **Main duties and responsibilities:**

This is a post suitable for a doctor who is post-MRCPCH or equivalent with an excellent record in care of general paediatric and acutely sick children and who wishes to pursue a career in paediatrics. The post is a full time appointment, but applications from doctors wishing to work on a part-time basis will also be welcomed.

This contract is fixed term in nature, as the post is designed to provide specific training competencies to the post holder. Upon commencement in this role, your training competencies will be set.

#### **Specific Clinical Duties:**

##### **Day time clinical duties**

The appointee will share in the ward duties on Robin Ward, Pelican Ward (Immunology/Infectious Diseases), RAID and Fox ward (bone marrow transplantation) with care of patients on Safari daycare as required. The units are supported by a strong team of Clinical Nurse Specialists, each dedicated to a specific area, as outlined above. Nurse specialists and the medical team work together to deliver care on the Unit.

Specific duties will include clerking and follow-on care of children on the Unit, including day-cases, presentation of cases at meetings and ward rounds, involvement in clinics, and involvement in the teaching, research and academic programme of the Unit (see job plan

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below). The appointee will acquire skills in the management of immunodeficiency of all degrees of severity, a wide range of infectious diseases, and bone marrow transplantation. He/she will interact with the multidisciplinary medical, nursing and allied professional teams to deliver this service.

### **On-call commitments**

The post holder will take part in a full shift rota, which will include out-of-hours commitments that consist of Nights, Long Days and Weekend shifts. The rota is EWTD compliant.

The out of hour's commitment is to the inpatient management of children on Robin, Fox and Pelican wards. **There is prospective cover for both Annual and Study Leave.**

### **Research and audit:**

The post holder will be encouraged to involve themselves in any relevant aspects of research and audit within the unit of their special interest.

Training is available in computer literacy, database management and statistics. Great Ormond Street Hospital and the Institute of Child Health have their own dedicated computer departments and regular courses are held.

### **Library Facilities:**

The main library for the hospital is located within the Institute of Child Health and provides excellent accommodation for quiet and undisturbed study. A full range of paediatric journals is available, as is access to Medline.

### **Appraisal:**

A system of appraisal is organised by the Supervising Consultant in conjunction with the Postgraduate Medical Education Office. Appraisal meetings usually take place at 6 monthly intervals.

### **Directorate Information**

The role sits within the Blood, Cancer and Cells Directorate, which specialises in the management and care of patients under the following specialties

- Bone Marrow Transplant (BMT)
- Haematology / Oncology
- Haemophilia
- Immunology and Gene Therapy
- Infectious Diseases
- Palliative Care
- Dermatology
- Rheumatology

The Chief of Service for the directorate is Dr Clarissa Pilkington.

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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.

### **Other information**

Great Ormond Street Hospital for Children NHS 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.

### **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.

### **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.

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## The GOSH Learning Academy (GLA)

Staff education and training influences every stage of the patient journey. Be it the communication skills of the medical secretary planning a patients' stay, the multi-professional team caring for them on the ward, the leadership skills of our corporate and operational teams, or the administrator planning their transport home – each member of staff needs the up-to-date knowledge, skills, and capabilities to provide our patients with exceptional care. We have a number of opportunities for staff available through the [GOSH Learning Academy](#):

## PERSON SPECIFICATION

*This table lists the essential and desirable requirements needed in order to perform the job effectively. Candidates will be shortlisted based on the extent to which they meet these requirements. Evidence for suitability in the role will be measured via a mixture of application form, testing and interview.*

GOSH Culture and Values	Essential	Desirable	Assessment method
Our Always values <ul style="list-style-type: none"> <li>Always welcoming</li> <li>Always helpful</li> <li>Always expert</li> <li>Always one team</li> </ul>	E		I/A
1) Experience of working as part of a diverse team. 2) Experience of contributing to an inclusive workplace culture.	E		I/A
Academic/Professional qualification/Training			
MRCP, MRCPCH or equivalent	E		A
General Professional training	E		A
Full GMC registration with Licence to Practice or IELTS Certificate with an overall score of 7.5 or Occupational English Test (medicine version) with a minimum score of 'B' in each domain.	E		A
Experience/Knowledge			
A minimum of 2 years full time hospital service in paediatrics in the SHO/TF/ST role	E		A
Ability to carry out relevant procedures independently	E		A
Good general paediatric knowledge	E		A/I
Evidence of experience in immunology and infectious diseases as well as general paediatrics	E		A/I
Evidence of ability to manage sick infants and children including neutropenic sepsis and acute neurological deterioration.	E		A/I



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Participation in clinical Audit/research		D	A/I
Experience of teaching/presentations		D	A/I
<b>Skills/Abilities</b>			
Ability to prioritise clinical needs	E		A/I
Evidence of multidisciplinary team working	E		A/I
Computer literate	E		A/I
Excellent written and oral communication skills	E		A/I
Experience in practical procedures including cannulation and phlebotomy in children		D	A/I

**Criteria Key:**

**Review Method:**

Essential: **E**

Application form: **A**

Desirable: **D**

Interview: **I**

Test: **T**

