

**Consultant in Medical Oncology  
with Special Interest in Urology, Germ Cell, and  
Sarcoma**



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## About Northampton

Northamptonshire is at the heart of England and is known as the Rose of the Shires. There is easy access to road and rail networks that will see you in London, Oxford, Cambridge or Birmingham within an hour, as well as several airports in easy range.

We have some of the most beautiful countryside, wonderful parks, many stately homes, great shops, theatres and cinemas. Northampton boasts some beautiful country parks as well as the canal network that runs through Becket's Park just adjacent to the hospital. The University of Northampton Waterside campus is located close to the hospital.

Northamptonshire is at the heart of motorsport, the home of Silverstone and the British Grand Prix. Northampton Saints rugby team is very popular, and the town hosts a first-class county cricket team, football team and excellent water sport centres.

Northampton is one of the fastest-growing modern commercial towns in the UK. We have a relatively young population, with people from many different nationalities, ethnic backgrounds and cultural beliefs, as well as a growing number of people who are aged over 75.

## The Hospital

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Northampton General Hospital is one of the largest employers in the area and we are on an exciting journey. All of our divisions are committed to doing things better, with more efficiency as we update, modernise, and advance. We have also entered into a Group Model with neighbouring Kettering General Hospital NHS Foundation Trust.

Being a large DGH with a proud history, we are big enough to get interesting cases, but small enough to care, coach and develop. With over 200 consultants, a similar number of trainees and approximately 60 (with existing plans to expand to 80+) medical undergraduates throughout the year, NGH provides comprehensive care and extensive training opportunities.

With this in mind, we have built a state of the art emergency assessment unit (Nye Bevan building) and are developing new ways of working to streamline in-patient care and optimize working with our partners.

We are a clinically led organization with most of senior management coming from nursing and medical roles. This offers great opportunities to get involved with all levels of care from departmental to the wider picture of the hospital as a whole.

NGH has an excellent social centre with a large library, gym with swimming pool and the Cripps Education Centre where lunch and snacks are available in one of our restaurants away from the main hospital. Frequent educational sessions run in the Centre for all levels of staff and it serves as an oasis from the clinical areas.

## Our Excellence Values



Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.



Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.



Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.



Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.



Courage

We dare to take on difficult challenges and try out new thinks. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

## Partnership with the University of Leicester

### Partnership with the University of Leicester

College of Life Sciences <http://www2.le.ac.uk/colleges/medbiopsych>

**Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Thompson Robinson**  
**BMedSci MD FRCP FESO**

The University of Leicester, with the University Hospitals of Northamptonshire (Northampton General Hospital NHS Trust - NGH) and Kettering General Hospital NHS Foundation Trust - KGH), is committed to enhancing the partnership between academia and the NHS in Leicester, Leicestershire, Rutland, Northamptonshire and the wider geographical area. A strong synergy between our organisations is the key to success. Major contributions made by consultant colleagues to the academic mission

through research, teaching and education, clinical leadership, enterprise and innovation are recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The mission of the College of Life Sciences 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 its world-leading and internationally excellent research and the quality of its undergraduate and postgraduate teaching.

Based in some of the newest purpose-built and modern facilities in the UK, the College offers a wide range of courses and education in the areas of laboratory, clinical, and population health through the provision of innovative education and globally recognised research. The George Davies Centre is the largest investment in medical teaching and applied research by a UK university in the last decade. Building on the foundations laid at the inception of the medical school in 1975, the College provides an 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. We are a thriving community of academic expertise based in laboratory, clinical, health and social science settings.

The high calibre of our academic endeavour is increasingly being recognised, with the latest Research Excellence Framework (REF2021) ranking the University of Leicester 2<sup>nd</sup> for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). In addition, we were also the 2<sup>nd</sup> highest rated institution for Sports and Exercise Sciences (UoA24). These results have had a significant impact on our international and national standing; Leicester was ranked 18<sup>th</sup> (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5<sup>th</sup> in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle). In addition, Medicine was ranked 7<sup>th</sup> in the Complete University Guide 2023; a rise of 18 places.

The College comprises a matrix structure of four Research Departments: Cardiovascular Sciences, Genetics and Genome Biology, Molecular and Cell Biology, Population Health Sciences, Respiratory Sciences; two Teaching Schools: Leicester Medical School, School of Biological Sciences; and two combined Research and Teaching Schools: School of Healthcare and School of Psychology and Vision Sciences.

The University Strategy recognises the Mission of the University as ‘diverse in our make-up and united in our ambition, we change lives through education and research’. Our vision is to provide inspiring education and research working in partnership with our communities to become a truly inclusive theme. Our strategy consists of three themes, World-Changing Research, Research-Inspired Education and Our Citizens, underpinned by our three values of: **Inclusive**, diverse in our makeup and united in ambition; **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions; and **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

## World-Changing Research

The University’s institutional research strategy emphasizes our commitment to research that informs and enhances our teaching and learning, and is underpinned by the core values of excellence, rigour,

originality and integrity. A key part of this strategy was the establishment of flagship interdisciplinary Research Institutes, Centres and Networks. We host a number of these within our College around which much of our research is now focused. These include two Institutes: [Leicester Institute of Structural and Chemical Biology \(Led by Prof John Schwabe\)](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> (led by Professor Chris Brightling); and nine Research Centres: Centre for Cancer Research, Centre for Diabetes Research, Centre for Microbial and Infectious Disease, Centre for Environmental Health and Sustainability, Centre for Phage Research, Centre for Lifespan Health and Wellbeing, Centre for Fibrosis Research, Centre for Sarcopenia and Muscle Research, and Centre for Population Health.

The NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough, the University Hospitals of Leicester NHS Trust and the University Hospitals of Northamptonshire NHS Group. A recently awarded expanded BRC with six themes has received a 2.5-fold increase in funding, and brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health.

The College's central provision in support of research and teaching includes a Preclinical Research Facility, Core Biotechnology Services (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre.

The College continues to grow funded research activity with a dual approach of encouraging individuals to win project grants and personal fellowships, and supporting teams to achieve major awards with large strategic initiatives. Examples of Leicester's infrastructure success include: an NIHR Biomedical Research Centre, an NIHR Global Research Centre, an NIHR Patient Recruitment Centre, an NIHR Applied Research Collaboration Centre (ARC), an NIHR Clinical Research Facility, an Experimental Cancer Medicine Centre, an MRC Impact Accelerator Account, an MRC Midlands Cryo-Electron Microscope Facility, the Midlands Health Data Research UK Substantive Site, a British Heart Foundation Research Accelerator Award, and a Wellcome Doctoral Training Programme for Health Care Professionals.

We are responding to the rapidly changing national and international research landscape that places an increasing emphasis on interdisciplinary and impactful research. For this purpose, we are working closely with our key NHS and other partners, University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), and growing our industrial engagement with biotech companies and pharma to meet the goals of the Government's Industrial Strategy and Life Science Sector Deal. In addition, we are building exciting research programmes with partners in overseas countries through the Global Challenges Research Fund. We are also very conscious of the need to play to our institutional and regional strengths, and are engaging closely with Leicester City and County Councils, and the Midlands Health Innovation network of regional Universities.

## Research-Inspired Education

Our ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions

including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned.

A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are particularly proud that our course has for many years delivered doctors who progress. We have been ranked third in UK medical schools for progression to Core & Specialty training over the past five years.

The course features:

1. A clinical focus throughout underpinned by excellence in bioscience, and access to one of the largest dissection suites in the UK;
2. Early clinical experience including a new Healthcare Assistant (HCA) programme in year one;
3. A strong group-work provision supporting student learning throughout the course;
4. A wide range of hospital and GP placements with many areas of national excellence;
5. Excellent intercalated degree opportunities, with particular strengths in our iMSc in Research and a new Masters in Clinical Education; and
6. Foundation Assistantships in year 5 which has enhanced our graduates preparedness for work as a Foundation doctor

We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. This recruits 35 students to an integrated Foundation Year enabling progression onto Year 1 of the MB ChB course. Since 2020, we also have an international joint educational partnership with the Chongqing Medical University, where students gain a Clinical Medicine degree in China and a Bachelor of Sciences in Clinical Sciences from the University of Leicester; spending a year of their course at Leicester.

The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2022, following a major philanthropic donation to the University. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

In addition there are a broad range of programmes in Biological Sciences and Psychology at both undergraduate and postgraduate levels, including the DCLinPsych. A new suite of postgraduate programmes reflecting the areas of research excellence in the College is under development including strengths in epidemiology, diabetes, medical statistics, quality and safety in healthcare, and social sciences in medicine.

## **Our Citizens**

We value, nurture and celebrate our people and relationships, ensuring they are inclusive, impactful, sustainable, and influence positive change in our world. Accordingly, we nurture strong partnerships with the NHS and other organisations, including the University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), that support the delivery of our strategy. Through our NHS relationships, as well as strategic partnerships with the wider community including the Integrated Care System, the Borough, City and County

Councils, and other East Midlands Universities (through the Civic University Agreement), we seek to shape policy and influence decision-making locally, regionally and nationally, to improve lives and livelihoods. We work with others to tackle the big issues of today and tomorrow with a focus on climate change, inclusion and wider social impact.

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## Current Service

Our current consultants are:

Aleksandar	Aleksic	Clinical Oncologist	Breast, lung & thoracic cancers. Trust SABR Lead Oncology Educational Lead
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Agarwal	Roshan	Medical Oncologist	Lower gastrointestinal & gynaecological cancers, Clinical lead for gastrointestinal, gynaecological cancers & Cancers of Unknown Primary (CUP), Visiting Professor of Cancer studies, Trust Lead for Oncology Research.
Branagan	Jenny	Clinical Oncologist	Lower gastrointestinal and urological cancers, provides Radium-223 service for metastatic prostate cancer patients across the county. Trust Radiotherapy Lead.
Gabitass	Rachel	Clinical Oncologist	Upper and lower gastrointestinal cancers and Hepatobiliary.
Garofide	Harieta	Medical Oncologist	Breast cancers and Cancers of Unknown Primary (CUP), Trust Systemic Anticancer Therapy Lead. Clinical Director for Oncology.
Mak	Eva	Clinical Oncologist	Specialising in Gynae and Thoracic patients and Gynae Brachytherapy.
Knighton	Craig	Clinical Oncologist	Brain, neuro, breast, thyroid, lung, thoracic and skin cancers, Clinical Lead for Neuro-Oncology, Trust Lead/Consultant for Acute Oncology Service (AOS).
Vaidya	Deepali	Clinical Oncologist	Specialising in Skin, Anal, Head and Neck Cancers
Vithanage	Chandima	Clinical Oncologist	Urological Cancers, Gynaecological Cancers
Masood	Adnan	Locum Medical Oncologist	Lower gastrointestinal & gynaecological cancers, Germ Cell Cancers
Ramadan	Ayman	Locum clinical Oncologist	Breast Cancers, Lymphoma Cancers
Rahman	Ehsan	Locum clinical Oncologist	Urological Cancers, Gynaecological Cancers
Barone	Gloria	Locum Medical Oncologist	Lung Cancers
Bhuvanendran	Naveen	Locum Clinical Oncologist	Head & Neck Cancers, Urological Cancers

#### Current Service:

Northampton General Hospital NHS Trust provides a fully integrated and comprehensive service for the treatment, care and support of cancer patients. Approximately 2,800 new patients are seen per annum from Northamptonshire and North Buckinghamshire. The Trust

strives to be at the forefront of developing cancer services, pioneering new techniques and treatments to improve the patient experience and individual outcomes. The Oncology service is going through a process of change and is keen to embrace new models of working and innovation. We have recently welcomed Consultant Radiographers and exploring various technologies to support the service.

### **Oncology Outpatients**

The oncology centre contains an outpatient department with nine consulting suites with attached examination rooms, two additional clinical rooms and a counselling room. There is a full team of supporting staff including nurses, radiographers, administration, clerical and secretarial staff.

### **Systemic anticancer therapy**

Systemic anticancer therapy is administered in the outpatient setting by trained chemotherapy nurses in the chemotherapy suite. This has recently been completely redeveloped to provide a better environment for our patients whilst receiving their outpatient treatments. This has allowed us to increase capacity to a maximum of 20 chairs, with plans to increase capacity to 22 chairs. This is anticipating the increase of systemic therapies for patients over the coming years. Ambulatory home chemotherapy is available and there is a nurse-led PICC line service.

Further clinics and treatments are given at Kettering General Hospital's Centenary Wing.

The Systemic Ant-Cancer Treatment (SACT) service is led by a team consisting of a Clinical nursing and cancer pharmacy leads. Regular SACT governance meetings are held. SACT is prepared in validated pharmacy Aseptic facilities located within the hospital. The electronic prescribing system ChemoCare is used.

### **Radiotherapy**

The Radiotherapy Department provides all routine forms of radiotherapy including CT planning, external beam radiotherapy and high dose rate remote after loading brachytherapy. There are three Varian Linear Accelerators with ExacTrac which utilise the Eclipse Planning System. A business case for radiotherapy equipment has enabled a full replacement programme of the existing Linear Accelerators and associated equipment. IMRT, IGRT, VMAT, SABR/SBRT and SRT are well developed at Northampton.

Northampton General Hospital is a specialist centre for Prostate Brachytherapy in the East Midlands Cancer Network and treats patients from the local network and surrounding networks.

There is a HDR Micro Selectron which currently treats gynaecological and prostate patients. We will soon also have Skin brachytherapy.

Medical Physics includes Radiotherapy Physics, Electronics, Radiation Protection, Nuclear Medicine and Supra regional Mammography Quality Assurance. The radiotherapy services within the Centre are BSI ISO9000:2001 accredited in line with national required standards. Work is in progress to include the chemotherapy services within the scope of the accreditation.

### **Inpatient Services**

Talbot Butler Ward provides the inpatient base for cancer patients. It is a 24-bedded ward, shared with our haematology colleagues and has two four bedded bays and 16 single rooms (including 2 dedicated suites for radioactive Iodine treatment).

Junior staffing on this ward comprises 2 CT1/2, 2 FY2, 1 FY1, 2 non-training posts (total 7 junior doctors) and 2 physician associates. Talbot Butler ward has a separate trainee medical staff on call rota, shared with the renal ward, to ensure patients receive prompt review.

The rota comprises 10 trainees from FY2 to CT2 level. Between them, they cover the ward at night and at weekends. The FY1/FY2 posts are for 4 months, as part of the NGH Foundation training scheme. The CT1/2 and FY2 posts are for 4 months, as part of the 2-year General Medical rotation.

The recently built on-ward Emergency Assessment Bay (EAB) operates 24/7, 365 days per year, for those patients who develop complications with oncological/haematological treatment with full time senior nurse cover.

There are excellent hospice facilities with Cynthia Spencer House serving Northampton, Cransley Hospice in Kettering, and Willen Hospice serving Milton Keynes

### **Acute Oncology Service**

The Acute Oncology Service (AOS) provide support for all cancer patients admitted by the acute medical and surgical teams 5 days per week currently, with plans for the development of a seven-day service to cover both NGH and KGH sites. The team consists of 1.8WTE AOS nurses, and a consultant with dedicated sessions to provide on-site care.

Oncology Clinical Trials Unit -There is an active clinical trials unit with dedicated research nurses funded by both the Trust's R+D departments and the East Midland Cancer Network. This supports a full range of Comprehensive Research Network (CRN) trials and there is scope to develop industry and non-CRN trials within the Centre.

### **Emotional and Psychological Support**

There is an established team of Clinical Psychologists with dedicated cancer sessions to support the emotional and psychological wellbeing of patients and carers accessing the oncology service at Northampton.

### **Macmillan Support and Information Centre**

There is a dedicated Macmillan Cancer Information and Support Centre, providing tailored information for patients and carers to meet their individual needs.

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### **Clinical Governance**

A rolling programme including audit, mortality and morbidity and management meetings are in place at which the post holder will be expected to participate. There are Clinical Governance meetings monthly. There are multiple hospital wide committees and meetings (e.g. Medicines Optimisation Group, VTE Committee) that the successful applicant can contribute to the wider Trust. A regular Consultants' Committee occurs monthly within the department as well as at a Trust level.

Each MDT will contribute to the delivery of peer review standards and NICE treatments. Clinicians are expected to ensure standards are maintained and delivered within a recognised service delivery framework. Quality standards are being emphasised within the department with adoption of ISO standards expected in the near future.

## **Other components of the service**

**Appraisal and training:** We are dedicated to making sure appraisals happen in a timely way and that consultants have time to dedicate to SPA and CPD. We support doctors to become appraisers as well as educational supervisors

**Research:** We are currently expanding and developing academic roles within the trust. We are supported by a well-led research nurse group who can support clinical projects. We have links with both Glenfield hospital and Oxford University Hospital trusts so projects can be potentially be developed in collaboration. We have an active quality improvement team who are always willing to support doctors undertaking QI projects and audit.

**Teaching:** We have a strong history of teaching and close links with Leicester and Oxford Medical schools. Students undertake placements at Northampton General Hospital with excellent feedback. If you enjoy teaching, there are plenty of opportunities to develop this role including working with our excellent simulation centre.

**Management opportunities:** There are plenty of opportunities to become involved with the management the wider hospital. Being a clinically led organization, we embrace and support doctors who are keen to lead.

## The Role (overview)

It is essential that the post-holder should hold the MRCP (UK) or an equivalent qualification and be on the GMC specialist register or will obtain a relevant CCT/CESR(CP) within 6 months of interview.

The position described in this Job Description is for a full time Consultant Medical Oncologist to support our specialist Oncology services based here at Northampton General hospital and will form part of further development of the South East Midlands Oncology Centre SEMOC, which has included strengthening the specialist supporting services supporting.

The successful candidate will join the existing team of eight consultants and four locum consultants, with this post further enhancing the existing level of specialty expertise and allowing further development of Oncology services in the hospitals and wider East Midlands

Area. You will be expected to provide face to face care and help to lead and develop the service.

## The Role (detail)

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### Initial Timetable

A formal job plan and timetable will be agreed between the post holder and the clinical director and will be effective from the commencement date of appointment. The job plan is based on 42 weeks.

We encourage flexible working, and in the event of a part-time appointment, the timetable will be adapted accordingly.

The initial 10PA timetable will be as follows. This timetable is an outline only; however, it reflects the broad outline of expected responsibilities. As the service grows and expands there will be an expectation that the post holder is able to work flexibly in line with the new consultant contract.

Although the final details of the job plan will be agreed with the successful candidate, it is expected that this post holder's job plan will include the following:

### Direct Clinical Care Sessions

1. SACT Outpatient Clinic Sessions. These clinics will have a template to reflect appropriate time provision for new and follow up patients.
2. Involvement in relevant MDTs linked to clinical specialties, some of which may, if necessary, be managed by videoconference.
3. SACT planning, prescription and supervision
4. Patient Administration
5. Provide regular ward rounds for oncology inpatients on Talbot Butler Ward
6. Participate in the on-call rota, 1 in 12, Monday to Sunday with a Saturday and Sunday ward rounds. The time commitment is averaged out across the proposed job plan below. Total PA's in 10, plus on-call allowance.

### Supporting Professional Activity Sessions

SPA allocation is a basic 1.5 PA for consultants with the possibility of increasing up to a further 1 PA in order to support additional roles e.g. clinical leads, appraisal, educational supervision, teaching, research and management positions. Other opportunities to support the department with Clinical Lead roles will result in extra SPA time being paid appropriately (SACT Lead Clinician).



	AM	PM
<b>Monday</b>	Ward Round (0.25) SPA (0.5) Sarcoma MDT (0.25)	New Patient Clinic (0.75) Germ Cell MDT (0.25)
<b>Tuesday</b>	SACT review Clinic (1.0)	Urology Clinic (0.75) Admin (0.25)
<b>Wednesday</b>	Admin (1.25)	Urology Clinic (0.75)
<b>Thursday</b>	Ward Round (0.5) Admin (0.5)	Urology MDT (1)
<b>Friday</b>	Germ Cell & Sarcoma Clinic (1)	SPA (1.0)

## **Current Tumour Site Examples - Estimate Referrals Per Annum Based on Current Job Plans:**

**308**

Germ cell tumour site = 100

Urology = 154

Sarcoma = 55

## **Roles within the job plan**

This is a permanent Consultant post in Clinical Oncology based at Northampton General Hospitals NHS Trust, although some work may need to be conducted at Kettering General Hospital:

- To undertake clinical and managerial responsibility for the agreed Oncology specialties and patients. This includes liaison with consultant colleagues, department team of clinicians, other hospital staff and general practitioners involved in the diagnosis and management of Oncology patients.
- Continuing responsibility for the care of patients in your charge in liaison with consultant colleagues and for the proper functioning of the department in line with the Operational Policy and Strategic Plan (as amended from time to time).
- To attend and partake in the management of patients through the specific MDT, maintaining national standards and participating in Peer Review.
- To undertake research and show commitment to entering patients into clinical trials.
- To share responsibility for the clinical standards of the Oncology service including liaison with other members of the multidisciplinary team and the Centre.
- To show responsibility for professional standards within Oncology and ensure compliance with the standards required to satisfy national standards and the local quality system.
- To work as part of the Multidisciplinary Team in the Directorate.
- To attend national, network and local meetings as appropriate including ECAGs.
- To demonstrate a firm commitment to clinical governance including participation in effective clinical audit and continuing medical education
- Requirement to co-operate with local management in the efficient running of services and an expectation to share with consultant colleagues in the medical contribution to management. To contribute to management within the Trust through the Directorate.

- To participate in all teaching programmes for medical staff, medical students and other hospital employees as required. There is an introductory teaching programme for the Senior House Officers in Oncology and Clinical Haematology and the post-holder would be expected to and participate in this. Medical student teaching is expanding, mostly from University of Leicester Medical School.
- To take part with other consultants in the Centre's on call rota
- To comply with departmental and Trust policies and procedures

## Education, Teaching and Training

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All consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a consultant.

Some consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised, and appraised. Such additional teaching and training activity will be recognised within their SPA allowance.

Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work. Similarly, consultants will normally be involved in clinical supervision of postgraduate trainees.

### **Undergraduate:**

Medical students follow a standard 5-year programme. The teaching of undergraduate students reflects the structure of the Trust. Undergraduate medical students are taught by the Trust throughout the medical course from years 1 to 5. Both ward and outpatient based clinical teaching, as well as tutorial and lecture style teaching is undertaken.

There may be opportunities to teach in the basic science modules (at Leicester) and the clinical blocks. Specialist teaching in Oncology is embedded in junior and senior rotation blocks and is prominent in the senior rotation Cancer Care block, involving both tutorials and clinical sessions. There is ample provision of 3-week attachments (SSC, student-selected components) in all areas of Oncology.

Enhanced undergraduate duties will include acting as examiners in medical school assessments, providing occasional seminar and small group teaching, lecturing and other teaching within the medical curricula, in addition to individual supervision of clinical students attached to them.

Those undertaking specifically agreed undergraduate teaching duties within their SPA allowance are recommended to the University for the Conferment of the title of Clinical Teacher. Those who have an additional significant responsibility as a block or clinical education lead within their DCC time are also considered for the award of the title of honorary senior lecturer in medical education.

### **Postgraduate:**

It is expected that Consultants will participate in the supervision of medical trainees. Enhanced postgraduate duties could include acting as an Educational Supervisor for Foundation or Specialty trainees. As a Clinical Supervisor, for all levels of medical trainees, the successful applicant will ensure that a high level of teaching is provided for the junior doctors.

Within Oncology there are weekly postgraduate sessions including journal clubs, lectures and visiting speakers. Weekly junior doctor and registrar teaching sessions are also timetabled. The SpRs in Oncology have a monthly educational day that rotates around the East Midlands. All Consultant Oncologists are expected to help teach and organise these days.

## Support for the Role

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You will be provided with secretarial support and computing facilities to be able to access all the information technology required for your role. We have on line dictation, prescribing, discharge summaries, clinic letters, investigation requests and results and radiology.

All new consultants are invited to attend a series of monthly new consultant seminars to support you in your new role. These cover all aspects of being a consultant and working effectively at Northampton General Hospital.

All new consultants at NGH are offered access to a consultant colleague mentor within the trust who will be able to support you as you take on your new role.

You will be supported in acquiring CPD points with regular medical meetings on Wednesday afternoons, Grand rounds and junior doctor education on Friday afternoons. Northampton General Hospital provides a study budget of £3000 over a three-year cycle and up to 30 days of study leave to attend external courses.

## Information about the wider hospital:

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John MacDonald – Group Chairman  
Richard Mitchell – Chief Executive UHN  
Heidi Smoult – Hospital CEO

### Directors

Mr Hemant Nemade – Medical Director (NGH), Honorary Associate Professor (UoL)  
Palmer Winstanley – Chief Operating Officer  
Nerea Odongo – Director of Nursing, Midwifery & AHPs  
Paula Kirkpatrick – Chief People Officer  
Richard Wheeler – Group Chief Finance Officer  
Rebecca Taylor – Group executive director of transformation and quality improvement  
Stuart Finn – Group Director of Estates and Facilities  
Tracey Robson – Director of Human Resources and Organisational Development  
Dan Howard – Digital Director

### Non-Executive Directors

Annette Whitehouse  
Professor G Andre Ng  
Jill Houghton  
Denise Kirkham  
Elena Lokteva

## Summary of Contractual Terms

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**Contract.** Appointment will be offered on Northampton General Hospital Trust contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

**Governance and Statutory.** The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

**Equal Opportunities and Diversity.** The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust’s Equal Opportunities Policy & the Race Equality Scheme. The Trust’s Staff Networks (REACH – Race, Ethnicity and Cultural Heritage, LGBT+ and Disability) also work with the Board to further the EDI agenda – ensuring the Trust empowers all of their staff. Membership to the Networks can be facilitated via HR.

**Health and Safety & Risk management.** Employees must be aware of the responsibilities placed upon them under the Health and safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain safe working environments for patients, visitors and employees. Employees must wear personal protective equipment where provided. All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are expected to maintain safe infection control practices at all times. All employees are responsible for reporting any accidents, untoward occurrence and potential hazards to their Head of Department even no injury or property damage has resulted.

**Relocation Expenses.** Relocation expenses may be available subject to eligibility in line with the Trusts policy.

**Health Clearance.** The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a preemployment health-screening questionnaire and may/will subsequently be required to attend for health screening.

**Revalidation.** The trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

**Study & Annual Leave.** The annual leave is 30 working days plus 2 statutory day holidays. All Consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements. Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three-year period commencing from date of employment.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre. So far, as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.



## Person Specification

Requirements	Essential	Desirable	Method of Assessment
<b>QUALIFICATIONS AND TRAINING</b>			
Full GMC Registration	Y		Curriculum Vitae (CV)
Completion of Specialty Training (CST or equivalent) or within 6 months of achieving it in relevant specialty	Y		CV
MD, PhD or other higher degree		Y	CV
Education / Medical Education Qualification (preferably at Masters level)		Y	CV
Oncology Sub-specialist accreditation or equivalent.			CV
<b>TEACHING / AUDIT / QUALITY IMPROVEMENT</b>			
Experience of Audit and Quality Improvement	Y		CV and Interview
Experience of Teaching Junior Staff	Y		CV and interview
Experience of Undergraduate Teaching	Y		CV and interview
Experience in Curriculum development and delivery		Y	CV and interview
<b>MANAGEMENT EXPERIENCE</b>			
Effective Team worker, valuing the experience and contributing	Y		CV and interview
Demonstrable Team Leadership skills and experience	Y		CV and interview
Understanding and experience of delivering organisational change		Y	CV and interview
<b>ACADEMIC ACHIEVEMENTS AND RESEARCH</b>			
Publications in recognised Medicine / Medical Education Journals or Presentations at National Level		Y	CV and interview
Research experience relating to quality improvement		Y	CV and interview
<b>INTERPERSONAL SKILLS</b>			
High level Organisational Skills	Y		Interview, references and CV
Communication Skills	Y		Interview, references
<b>OTHER REQUIREMENTS</b>			
Full registration with General Medical Council	Y		Certificates



## Come and meet us!

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We would love the opportunity to discuss the post and your career aspirations at Northampton General Hospital.

Please contact Harieta Garofide, Clinical Director for Oncology on 01604 545852  
Or email [harieta.garofide@nhs.net](mailto:harieta.garofide@nhs.net) arrange an informal visit.

