

Recruitment information pack



FAST FORWARD YOUR CAREER

BE PART OF A SUPPORTIVE TEAM

WORK ALONGSIDE WORLD LEADING EXPERTS



RESEARCH OPPORTUNITIES

FAST MOVING, EXCITING ENVIRONMENT

EXPERIENCE LATEST TECHNOLOGIES AND THERAPIES

WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

Imperial College Academic Health Science Centre (AHSC)

The Imperial College Academic Health Science Centre (AHSC) is a partnership between our Trust, Imperial College London, The Institute of Cancer Research (ICR), Royal Brompton & Harefield NHS Foundation Trust and The Royal Marsden NHS Foundation Trust. The partnership aims to improve the health and wellbeing of patients and populations by translating research discoveries into new therapies and techniques as rapidly as possible.

Our AHSC is focussed on preventing disease wherever possible, detecting and diagnosing diseases earlier, and developing targeted treatments for all diagnosed conditions. By working together as partners, we capitalise on the academic strengths of Imperial College London, combined with the clinical capabilities and critical mass of the NHS.

As an AHSC, all of our staff are actively encouraged to become involved with education and research alongside their clinical role. We review job plans every year and there is the potential to build in dedicated programmed activities (PAs) for education, training and research.

Imperial College London

Imperial College London is one of the world's leading universities. The College's 17,000 students and 8,000 staff are expanding the frontiers of knowledge in science, medicine, engineering and business, and translating their discoveries into benefits for our society.

Founded in 1907, Imperial builds on a distinguished past – having pioneered penicillin, holography and fibre optics – to shape the future. Imperial researchers work across disciplines to improve health and wellbeing, understand the natural world, engineer novel solutions and lead the data revolution. This blend of academic excellence and its real-world

application feeds into Imperial's exceptional learning environment, where students participate in research to push the limits of their degrees.

OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

OUR HOSPITALS

Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

Charing Cross Hospital, Hammersmith

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

Hammersmith Hospital, Acton

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

Queen Charlotte's & Chelsea Hospital, Acton

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

St Mary's Hospital, Paddington

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

Western Eye, Marylebone

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

WHY JOIN US?

Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, oncology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our Make a Difference recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

Conduct research here

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

Access brilliant benefits and enjoy a new social life

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

JOB DESCRIPTION

Job title	Clinical Oncology Consultant in Neuro-oncology and Lung Cancer Locum
Director/ department	Oncology & Palliative Care
Division	Surgery, Cancer and Cardiovascular
Main site of activity	ICHT - CXH & SMH
Responsible to	Dr M Asif
Accountable to	Dr D Power
On call: call frequency and details of supplements	General on call is on a rotational basis (one in 23). The main on call consultant is expected to attend on site for daily ward round and review of all inpatients. This On-call is Cat B low frequency.

1. Background to the Post

Imperial College Healthcare NHS Trust (ICHT) has an international reputation for the treatment and research of cancer. Through links with Imperial College Medical School it is also a major educator of undergraduates and posts graduates at all levels. ICHT is the regional cancer centre for an inner North West London population of approximately 2 million and is the largest recruiting centre to clinical trials in this sector. The approach of retaining local populations and ensuring radiotherapy and chemotherapy can be delivered in less than 40 minutes travel requires a close collaborative approach with all our partner hospitals.

We provide a large diagnostic and treatment service for Lung Cancer patients in Northwest London and also are one of London's regional providers of Neuro-oncology Services and deliver stereotactic radiotherapy services for CNS disease. We have a specific neuro-oncology brain metastases MDT. The approach of retaining local populations and ensuring radiotherapy and chemotherapy can be delivered in less than 40 minutes travel requires a close collaborative approach with all our partner hospitals with whom we work in partnership

It fits into a well-established, growing clinical & medical oncology team, based mainly at CXH with support to local populations from the wider North West London Region. A key part of this role will be to support the technical development of radiotherapy services at the Trust in lung cancer, with focus on stereotactic service development. The appointee will also be part of the neuro-oncology team with responsibility for treating primary and metastatic CNS tumours, supporting the brain SRS service.

2. Job Purpose

Neuro-Oncology

The neuro-oncology team supports patients from all of North West London and is based at Charing Cross. There are three clinical oncologists and all attend the joint neuro-oncology clinic with Neurosurgery at Charing Cross. This clinic is the hub for patient review after MDT and where new referrals for SRS and treatment of primary brain tumours are seen. SRS is provided at Charing Cross and if gamma knife treatment is required this is delivered at the Cromwell. We have a very active research portfolio, and this new post is designed to support that research.

Lung Cancer

The Lung Oncology team supports patients across ICHT and C&W/WMUH and Ealing catchment areas of NW London. All the oncology teams work collaboratively, offering cross cover, recruitment to and assessment of trials, active metastatic disease / complex case discussion, and support of all SpRs in training. The patients are supported locally where possible, managed via local MDTs but radiotherapy and Trials are delivered at the CXH site of ICHT. All consultants are expected to ensure effective patient care with support of Radiotherapy Peer Review meetings, Nurse led treatment review, and other service developments.

Management components

This post is expected to contribute to provision of clinical services in both neuro-oncology and lung cancer, with regular participation at MDTs, clinics, planning meetings and ward reviews. Additional managerial and leadership responsibilities are expected to be developed over time.

At all times on all sites good relationships are expected to be maintained with colleagues, peers, nurses, palliative care, third sector, patients and relatives. GP, colleague and AOS enquiries and referrals are expected to be answered promptly and a collaborative respectful working environment is expected.

On-call commitment:

General on call is on a rotational basis (one in 23) with medical oncology alone on call (one in 11). The main on call consultant is expected to attend on site for daily morning weekend ward round and review of all inpatients. This On-call is Cat B low frequency.

3. The work of the department

Imperial College Healthcare NHS Trust (ICHT) has a local & international reputation for cancer treatment and clinical research, providing oncology care to all inpatients across Hammersmith Hospital, Charing Cross Hospital, St Mary's Hospitals, and in many cases to partner hospitals within West/North-West London. We have close links with Imperial College University and work in partnership with the ICR and are a CR-UK research centre. There is an expanding early phase clinical trials unit based at Hammersmith site.

ICHT serves a local population of almost 2 million and has extensive tertiary referral patterns. The Trust offers specialist care for all cancers except paediatrics and sarcoma and is a national lead for management of gestational trophoblastic tumours, and within this service has seen an increasing number of ovarian germ cell tumours. We provide a regional service for malignant spinal cord compression co-located with neurosurgical services. We are a regional service for intracranial stereotactic radiotherapy and are expanding our stereotactic services widely. We have undertaken significant investments in state-of-the-art modern radiotherapy technology and equipment (including brachytherapy) at CXH & HH. We are a lead provider of acute oncology services regionally, and AOS is a key strategic development for the Trust.

The GTD service is one of 2 UK centres to deliver screening and treatment for this rare highly specialised condition, under the leadership of Prof Seckl, with national and international profile and reputation.

We provide undergraduate and post graduate education and wider education across multi-professional teams. The Department hosts undergraduate medical trainees from Imperial College Medical School.

The Oncology Service has developed new models of inpatient care fully integrated with palliative care, including an elective admission ward and assessment unit with an ambulatory care service (6East) supported by advanced nurse practitioners with outreach.

We are a department of 17 NHS clinical oncologists, four of whom are shared appointments with partner Trusts, and 8 NHS medical oncologists with eight clinical academics also supporting clinical services. There is therefore a major opportunity for academic development, education and research, working closely with Imperial College Academic Health Science Centre.

4. Service Activity

Oncology Services:

The main site for oncology services is on the Charing Cross Site, with additional outpatient and research facilities on the Hammersmith site. The majority of cancer radiotherapy service is delivered on the CXH site, although a new LINAC has been installed at Hammersmith Hospital.

All inpatient beds are at CXH (6th floor), alongside a 10-bed acute assessment unit (8am -8pm 7day – 6 East ward), 13 (-23) bed elective admission unit (7day working) and a new 50 bed /chair day chemo suite (Mon-Fri 8-6pm) on 6West. An extensive multi-disciplinary team is available on site to support cancer patients, including an integrated palliative care team, Macmillan information and Maggie's centre, providing specialist symptom control and care planning, information, counselling, patient groups, survivorship support and complementary therapies.

All consultants in the clinical and medical oncology team are expected to work collaboratively to ensure high quality and safe patient care at all times. There is access to clinical supervision if required through our psychology support services, and new consultants are encouraged to engage in mentorship programmes. The inpatients are under the care of the AOS and on call inpatient consultants (rotational cover for 6 north inpatients); however close collaboration is expected at all times for tumour specific treatment decisions, and this ensures all in-patients and AOS patients have a consultant review daily.

AOS Service:

ICHT has a dedicated team of five consultants supporting the acute inpatient services for the Trust and this post will allow expansion of this to a team of six NHS consultants. They work with a team of advanced nurse practitioners and junior medical staff in admission avoidance, rapid assessment of new patients to support management of acute toxicities of treatment or cancer in outpatient setting where possible. This post is expected to support development of improved AOS and diagnostic suspicion of cancer pathways across the Trust, supporting suspicion of cancer diagnosis and linking to the CUP specialist clinical and research service based at Hammersmith hospital, with the potential to engage nationally in clinical research and service improvements.

The AOS Consultant is on call for AOS service at CXH on a rotational basis Monday – Friday working hours, 1 in 6 rotation, and will provide consultant supervision for admissions to 6 South ward, outreach review and ED/AOS admissions. The AOS consultant works with the additional support of the on-call oncology consultant of the week based on 6North inpatient ward to deliver all inpatient services on the CXH site, but AOS provides the lead for the inpatient service acute decisions. The AOS consultant is also on-call for acute inpatient services on the St Mary's hospital site, also on a 1 in 6 rota, to support acute medical and surgical teams via the ANPs in new cancer diagnosis or management decisions around cancer patients. There is a weekly AOS MDT where patients will be discussed and reviewed (currently Tuesday am with plans to move to Friday am).

The service is also responsible for supporting patients with a 'suspicion of cancer' (MUO) as an incidental finding through radiology or other specialities and be expected to provide GP acute oncology advice & support as needed. There is a new rapid diagnostic GP led clinic being set up and AOS will support new cancer diagnosis pathways through this service.

5. Clinical Staffing

Head of Speciality: Clinical Oncology:
Head of Speciality: Medical Oncology:
Head of Speciality: Palliative Care:

Dr M Asif
Dr H Wasan
Dr Claire Smith

Research Lead Medical Oncology:
Research Lead Clinical Oncology:
Academic Lead Oncology Imperial College:

Dr H Wasan
Dr D Gujral
Prof Ian McNeish

AOS Team (contact 020 3311 1234 x18427)

Lead: Dr Waqar Saleem
Dr Farah Rehman
Dr Naveed Sarwar
Dr Mike Gonzales
Dr Jo Evans
Lead Nurse: Rahul Luka

Senior Management Team:

Mr Harry Monaghan
Ms Beverley Williamson

6. Research Activities

There is extensive research activity within the department ranging from laboratory based studies, to drug design, to translational trials, NCRN and commercial Pharma trials. The post holder is expected to support engage with on-going research trials support patients and colleagues to develop a wide research portfolio.

7. Teaching activities

Support for all junior doctors, specialist registrars, and members of the multiprofessional team is a core part of this role, and the successful appointee will be expected to support undergraduate and post graduate education & training within this Trust and Oncology services. Training experience, or formal training or qualification would be beneficial, but not essential as it can be developed as part of CPD

8. Key stakeholders

Oncology sits within the Division of Surgery, Cancer & Cardiovascular.

Divisional Director:	Prof Raj Bhattacharya
Divisional Director of Operations:	Steve Hart
Divisional Director of Finance:	Vicky Rose
Divisional Director of Nursing:	Julie Oxtan

Triumvirate for Directorate of Oncology & Palliative Care

Clinical Director Oncology and Palliative Care:	Dr D Power
General Manager Oncology & Palliative Care:	Mr Harry Monaghan
Lead Nurse Oncology & Palliative Care:	Mr Rahul Luka

5. Key areas of Responsibilities

Provide High Quality Care to Patients

- The post holder must be medically qualified and maintain GMC specialist registration.
- To develop and maintain the competencies required to carry out the duties required of the post.
- To ensure prompt attendance at agreed direct clinical care Programmed Activities.
- To ensure patients are involved in decisions about their care and to respond to their views.

Research, Teaching and Training

- Where possible to collaborate with academic and clinical colleagues to enhance the Trust's translational research portfolio, at all times meeting the full requirements of Research Governance, and Research GCP.
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the HoS /Clinical Director.
- To act as clinical supervisor and appraiser as delegated by the Divisional Director/Clinical Director to ensure external accreditation of training posts.
- Provide educational learning environment for the multi-professional team

- Provide training and support for medical undergraduates from Imperial College Healthcare NHS Trust

Audit and Governance

- To work within the Trust governance framework to improve patient safety, quality of care and staff training / management
- Ensure compliance with mandatory staff training
- Datix system is used in the Trust for incident reporting and review, with escalation to Governance lead / Clinical director and Medical director as required;
- All consultants are expected to engage proactively with clinical governance including Duty of Candour, SI reporting and M&M review and reporting;
- All complaints and SIs are managed via the Nursing and Medical director's offices and all consultants are expected to support and engage with these procedures;
- To review clinical outcomes in designated area using external benchmarking data where appropriate, to identify and advise variances to the Clinical Director (directorates and division)
- Participate in clinical audit, incident reporting and analysis and to ensure resulting actions are implemented.
- To work closely with the Directorate, Patient and Public Involvement panels in relation to clinical and services developments as delegated by the Clinical Director or HoS
- Participate in ensuring NICE requirements are reviewed and implemented and monitored in the speciality areas.
- To ensure clinical guidelines and protocols are adhered to by junior medical staff and updated on a regular basis.
- To keep fully informed about best practice in the speciality areas and ensure implications for practice changes are discussed with the Clinical Director
- To role model good practice for infection control to all members of the multidisciplinary team.
- To ensure Risk register, Datix and Duty of Candour and other patient safety mechanisms are fully complied with.

Performance Management

To work with medical, nursing and managerial colleagues to ensure high performance in the following areas:

- Clinical efficiency e.g. length of stay reductions, timely prescribing of chemotherapy/SACT; COSD dataset compliance reducing cancelled procedures and DNA rates.
- Quality of outcomes e.g. infection control targets, reducing re-admission rates
- Financial management e.g. identification, implementation and achievement of cost improvement programmes and participating in efforts to ensure services are provided cost effectively e.g. managing locum agency spend, monitoring and managing the drug budget to target, ensuring accuracy of clinical data for the team
- Operational efficiency e.g. day-case rates, waiting list activity and demand management.
- Actively participate in Peer Review, preparation of evidence, annual meetings and validation
- Active participation with RMP Vanguard in specialist pathway groups / overarching groups, regional or national specialist commissioning groups

Medical Staff Management

- To work with colleagues to ensure junior doctors' hours are compliant in line with EWTD and New Deal.
- To ensure that adequate systems and procedures are in place to control and monitor leave for junior medical staff and to ensure that there is appropriate cover within the clinical areas, including on-call commitments
- Participation in the recruitment of junior medical staff as delegated by the Divisional Director/Clinical Director.
- To participate in team objective setting as part of the annual job planning cycle.
- To be responsible for the annual appraisal of all doctors in training, Trust doctors and non-consultant grades as delegated by Division or department.

Strategy and Business Planning

- To participate in the business planning and objective setting process for the directorate and Trust where appropriate.
- To represent the Trust at appropriate clinical networks/other external clinical meetings, as delegated by the Clinical Director

Leadership and Team Working

- To demonstrate excellent leadership skills with regard to individual performance, clinical teams, the Trust and when participating in national initiatives.
- To work collaboratively with all members of the multi-disciplinary team and Imperial College as required.
- To chair regular meetings for the specialties.
- To resolve conflict and difficult situations through negotiation and discussion, involving appropriate parties.
- Adhere to Trust/departmental guidelines on leave including reporting absence due to sick leave or other causes.

6. Research Opportunities

The post holder will be expected and supported to develop research initiatives, appropriate to previous experience and complementary to those programmes that exist within the wider research framework of the directorate and Trust.

Excellent research opportunities are available throughout the Trust and with Imperial College London. A number of funding opportunities are available from the Biomedical Research Centre, the Trust Research Committee and from NIHR. In addition, there are opportunities for research funding from the Medical Research Council, BBSRC, the Wellcome Trust and other medical charities.

An honorary academic appointment with Imperial College Faculty of Medicine will be offered if research and/or teaching is undertaken.

The Trust supports and has facilitated a large number of honorary academic appointments with Imperial College Faculty of Medicine. Opportunities should be discussed with the divisional director.

7. Teaching opportunities

Undergraduate medical student teaching is supported within Oncology in Y5. In addition there is extensive opportunity to participate in teaching activities at a post-graduate levels including Update in Oncology courses, MSc courses and grand rounds. The post holder is

expected to train as an Educational Supervisor and support SpR oncology training and teaching program.

8. Administrative duties

Clinical administration is supported by the administration team and is expected to meet and exceed GMC requirements.

9. Job Plan

A formal job plan will be agreed between the appointee and Clinical Director, on behalf of the Medical Director. This is not intended to be exhaustive.

The post holder and Clinical Director will review the Job Plan annually in line with the provisions in Schedule 3 of the Terms and Conditions. Either may propose amendment of the job plan.

The post hold is responsible for ensuring their annual appraisal is completed with a trained ICHT Trust appraiser and for ensuring accuracy, completeness and probity for revalidation.

All consultants are responsible for Dr Rosemary Meacher & Dr Andrew Worthington. Annual appraisal is online via the Prep system and may be conducted by any trained and logged consultant in line with the Trust appraisal guidance. It is expected that six-monthly discussions will occur informally with the nominated appraiser. Training for appraisal and to be an appraiser is available on request. All academic or joint held posts appraisal will be offered as a joint process. Revalidation is fully supported via Prep system via the RO office.

Job planning will occur annually and will be team based then individual and conducted by the Head of Speciality or Clinical Director. Job planning is open and transparent and is an opportunity to rotate additional responsibilities and to ensure a fair and even distribution of work. This process will reflect the Trust's values and requirements. All academic or joint held posts job planning with have input or be joint with those sites.

Induction and Mentoring

All new consultants must complete the Trust induction and are offered mentoring – both 1:1 with an experienced consultant and to be part of a Trust supported group of new consultants. This group meets regularly to ensure all new consultants are supported appropriately, given access to training or career development, have access to Trust systems and processes. Individual needs or requests will also be supported – please discuss with either Head of Speciality or divisional HR.

Programmed Activities (PA's)

This post is offered at 7 PA

One SPA per week will be allocated for CPD, job planning, appraisal, mandatory training and mandatory participation in clinical audit, given that these activities are required of all Consultants.

One SPA per week will be allocated for research, working with the BTR Centre of Excellence.

The remaining time is allocated to direct clinical care

Any additional SPAs will be allocated against specific requirements and targets of the division.

Additional SPA:

Education SPA – i.e.: educational supervisor or UTL

Research SPA – i.e.: KPI around trial recruitment, PI /CI on trials, etc.

Management SPA – i.e.: lead chemo committee, unit training lead, MDT lead etc.

Annual leave and Study leave

This must be agreed 8 weeks in advance by the Clinical Director; internal cover from colleagues must be confirmed in advance to ensure patient safety with clinic reductions as appropriate

On call:

On call frequency 1:23 with planned inpatient work – low frequency Cat B (1%)
Inpatient care at ICHT is provided as internal cover between the five ward oncologists.
6North inpatient wards cover is on a rotational basis (one in 20) Weekend reviews are shared between all oncologists as a planned-on call activity.

Additional regular meetings:

First Wednesday of the month 4-5pm: oncology grand rounds (mandatory)
Followed by 5-6pm: consultant meeting
MDTs – AOS weekly 8 – 9.30am on Tuesdays except not compulsory in weeks of full AOS cover

Governance meetings (optional unless lead roles):
Chemotherapy/SACT committee
Cancer and Palliative Care Quality and Safety Committee
Radiotherapy and IRMER committee

Programmed activities (PA's)

For a part-time contract: A total of 7 PAs

Clinical Activities: 5 PAs per week (including clinical activity, clinically related activity, predictable and unpredictable emergency work)

Supporting Professional Activities: 2 PAs per week (including audit, clinical governance, CPD, teaching, research, educational supervision of junior staff and CPD)

Draft Timetable

Day	Time	Location	Work	DCC/EPA/SPA/A R	No. of PAs
Monday	0900–1300	CXH	Neuro-oncology clinic	DCC	1
	1300-1700	CXH	Radiotherapy planning	DCC	1
Tuesday	0900 – 1300	IC (HH)	Research PA	DCC	1
	1300-1700	CXH	SPA	DCC	1
Wednesday	0800-1300	CXH	Lung MDT & Clinic	DCC	1
	1300-1700	CXH	NORM; MDT	DCC	0.75
	1600-1700	CXH	Grand round/ governance monthly	SPA	0.25
	1700-1800	CXH	Consultant meeting monthly	SPA	
Thursday	0900-1300	CXH	Neuro onc Clinic	DCC	0.65
	1300-1700	CXH	Radiotherapy (1:4)	DCC	0.25
Friday	0900-1200	NA	Off	NA	0
	13.00-1700	NA	Off	NA	0
Predictable and unpredictable emergency on- call work*					0.1
TOTAL PAs				DCC 5, SPA 2	7.0

5. Administrative/secretarial support:

The Post holder will be supported by Oncology admin facilities

The post holder will have office facilities and computer access at the Charing Cross site, within medical oncology (1st floor CXH). The Trust provides comprehensive Internet access and IT support.

Office Facilities

The post holder will have office facilities and a computer at the CXH site. All posts have dedicated computer and office space with appropriate training and administrative (secretarial) support. ICHT has a digital strategy and is now fully on a digital Electronic Patient Record via Cerner platform. Full training in Cerner, ARIA and Somerset (cancer database) will be given. Hot desk facilities are available on every site.

PERSON SPECIFICATION

Job title	Directorate/ department	Clinical director	Head of Speciality
Consultant in Neuro-Oncology and Lung Cancer	Oncology & Palliative Care	Dr D Power	Dr M Asif

Criteria relevant to the role	Essential	Desirable	Measurement
Qualifications Higher qualifications	GMC's register with a Licence to Practice or eligible to apply for GMC registration and a Licence to Practice GMC's Specialist Register or within six months of being admitted to the register by the date of the interviews or eligible for specialist registration Appropriate Royal College Membership	Lung and neuro-oncology sub specialisation MD, PhD	Application form
Knowledge/skills Clinical expertise in Specialty/sub specialty	Understand and be competent at treatment of all stages of clinical oncology / radiotherapy to CCST or higher Maintain up to date knowledge of treatment regimens and research finding Manage oncological emergencies	Lung and Neuro-oncology sub specialisation Maintain up to date knowledge of treatment regimens and research finding Manage oncological emergencies IT Skills and computer literacy	Application/interview

	IT Skills and computer literacy		
Leadership/management skills	<p>Able to take responsibility, show leadership, make decisions, exert appropriate authority</p> <p>Have proven skills in leading, motivating, developing and managing the performance of colleagues.</p> <p>Knowledge of finance/budgets</p> <p>Management of staff</p>	<p>Demonstrate ability to lead team</p> <p>Evidence of service improvement projects</p>	Application/Interview
Teaching and training	Experience of teaching and training undergraduates/postgraduates and junior medical staff	<p>Higher qualification in education</p> <p>Educational portfolio</p>	Application/Interview
Audit	Understanding of principles of clinical audit	Demonstrate Audit and publications	Application/Interview
Academic achievements including research/publications	Evidence of achievement appropriate to appointment at consultant level at Imperial College Healthcare NHS Trust	Publications	Application/Interview
Language	Able to speak and write English to the appropriate standard necessary to fulfil the job requirements	Advanced communication certificate	Application/interview
Interpersonal skills	Excellent written and spoken communications,		Application/interview

	<p>ability to build rapport, work with others, persuade and negotiate</p> <p>Empathy, understanding, listening skills, patience, social skills appropriate to different types of client</p> <p>Able to change and adapt, respond to changing circumstances and to cope with setbacks or pressure</p> <p>Able to work as part of a team</p>		
Probity	<p>Honesty, integrity, appreciation of ethical dilemmas.</p> <p>Must be able to demonstrate and model the key Trust values of kind, expert, collaborative and aspirational</p>	<p>Completed CCST portfolio</p> <p>Appraisal / Revalidation</p>	
Physical requirements	Occupational health clearance for the role specified		Occupational health Interview

Additional information

1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

6. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that profession. Proof of registration must be produced on appointment and at any time subsequently on request.

7. Work visa/ permits/Leave to remain

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

8. Conflict of interests

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

9. Infection control

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

Clinical staff – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic

therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

Non clinical staff and sub-contracted staff – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

Flu vaccination – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

10. No smoking

The Trust operates a smoke free policy.

11. Professional association/trade union membership

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.