Post Title: Senior Lecturer (Honorary Consultant) in Haemato-Oncology
School/department: Brighton and Sussex Medical School, Department of Clinical Medicine
Hours: Full time
Contract: Permanent
Reference: 3481
Salary range: Clinical Academic Consultant pay scale from £79,860 to £107,668 per annum (basic salary) dependent on clinical seniority
Closing date: 2 July 2020. Applications must be received by midnight of the closing date.
Expected Interview date: 16th July 2020
Expected start date: To be confirmed

Applications are invited for the post of Senior Lecturer in Haematology at Brighton and Sussex Medical School (BSMS). This post is being offered in association with Eastbourne Sussex Healthcare NHS Trust (ESHT) where the successful applicant will hold an honorary consultant contract. The postholder’s primary clinical base will be the Haematology Department at Eastbourne General Hospital with links also to the Royal Sussex County Hospital in Brighton.

The successful applicant will be an accredited doctor with a substantial research background in the field of haematology and a specialist interest in myeloma and related plasma cell disorders. The post is part of the continuing academic development in clinical and basic Cancer Medicine at BSMS. This is a major element in the developing research strategy of the School, reflecting our interest in basic and applied sciences and clinical trials. Academic haematology is led jointly by Dr Timothy Chevassut, Reader in Haematology and Honorary Consultant, and Professor Chris Pepper, Chair in Cancer Research at BSMS. The School has invested heavily in the infrastructure required, including state-of-the-art laboratory facilities, a fully-functional and well-staffed CRF (CIRU), modern imaging sciences centre (CISC), and recently-formed CTU, as well as SHORE-C, an international centre of excellence in psycho-oncology. Clinically, the haematology department at Eastbourne General Hospital provides services to a wide population across East Sussex and works closely with the Royal Sussex County Hospital in Brighton as well as King’s College and Royal Marsden hospitals.

Applicants that are UK trained, must be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Contribution to teaching in the highly successful BMBS medical teaching course is also a component of this post. The post holder would be expected to undertake clinical activity as an Honorary Consultant in the Trust, working primarily at Eastbourne General Hospital.

For informal enquiries about this post, please contact
Professor Malcolm Reed, BSMS Dean (deansoffice@bsms.ac.uk)
Prof Kevin Davies, Chair of Medicine (MedicineAnatomyDA@bsms.ac.uk)
Prof Chris Pepper, Chair of Cancer Research (c.pepper@bsms.ac.uk)
Dr Timothy Chevassut, Reader in Haematology (t.chevassut@bsms.ac.uk).

For full details and how to apply visit:
www.sussex.ac.uk/jobs  www.brighton.ac.uk/jobs  www.bsms.ac.uk

We are committed to equality of opportunity
TERMS AND CONDITIONS

The Post
This post is being offered in association with East Sussex Healthcare NHS Trust (ESHT) where the successful applicant will hold an honorary consultant contract. The post holder’s primary clinical base will be the Haematology Department at the Eastbourne General Hospital.

Academic activities
From an academic perspective, this post will be based in the Department of Clinical and Experimental Medicine at BSMS.

This is a major element in the developing research strategy of the Medical School, reflecting our interest in basic and applied sciences and clinical trials. Academic haematology is led jointly by Dr Timothy Chevassut, Reader in Haematology and Honorary Consultant, and Professor Chris Pepper, who has recently been appointed to the Chair in Cancer Research at BSMS. The department also comprises Dr Andrea Pepper, Reader in Cancer Research, Dr Simon Mitchell, Lecturer in Cancer Research, Dr Helen Stewart, senior research scientist, as well as doctoral and post-doctoral students.

The School and Trust have invested heavily in the infrastructure required, including state-of-the-art laboratory facilities, a fully-functional and well-staffed Clinical Research Facility (CIRU), modern Clinical Imaging Science Centre (CISC), and recently-formed Clinical Trials Unit (CTU), as well as SHORE-C, an international centre of excellence in psycho-oncology, currently led by Professor Dame Lesley Fallowfield. Clinically, the haematology department provides services to a wide population across east and west Sussex and works closely with Worthing Hospital as part of a broader multidisciplinary network as well as King’s and the Royal Marsden Hospital.

The Senior Lecturer will primarily provide support for the development of our research portfolio in haemat-o-oncology, with a preferred focus on myeloma and related plasma cell disorders. Contribution to teaching in the highly successful BMBS course is also a component of this post. The post-holder would undertake clinical activity as an Honorary Consultant in the Trust, based primarily at the Eastbourne General Hospital.
Clinical activities
The post holder will undertake clinical sessions at the Eastbourne General Hospital which would comprise attendance at the MDT and other departmental meetings, 1.5 clinics per week, participation in MDT, ward rounds, laboratory pathology and NEQAS. The post holder will hold an honorary NHS contract with ESHT.

JOB DESCRIPTION

Academic Accountabilities and Responsibilities
Within BSMS the post-holder will be responsible to the Head of the Department, Professor Kevin Davies. The post holder’s primary remit will be to further develop the haematology-oncology research programme within the School, alongside involvement in teaching. Haematology figures as a significant part of a year 4 Module within the BSMS course, and the Senior Lecturer would be expected to share clinical teaching responsibilities with NHS consultant colleagues, along with participation in the other areas of the undergraduate curriculum where relevant (including years 1 and 2). There will also be the opportunity to contribute to the development of haematology-related student research projects in year 4 as part of the individual research projects and special study modules.

KEY DUTIES

1. Teaching & Student Support

1.1 In partnership with the academic lead and consultant physicians with responsibility for undergraduate training, to help lead the innovative design, development and delivery of the overall curriculum.

1.2 To lead on the overall supervision of students electing to undertake Individual Research projects (Year 4) and Student Selected Components in the field of Haematology.

1.3 Set, mark, and assess work and examinations; select appropriate assessment instruments and criteria; and provide constructive and comprehensive feedback to students.

1.4 Provide academic leadership and inspiration to those teaching within subject area within the school and NHS.

1.5 Supervise PhD students and/or externally-funded post-doctoral staff.

1.6 Undertake and complete administrative duties required in the professional delivery of teaching.

1.7 Adopt an approachable and accessible attitude towards students, offering office hours, informal advice etc.

1.8 Advise module leaders in the identification of appropriately qualified faculty and clinical colleagues to teach the relevant discipline in their module.
1.9 Co-ordinate, with colleagues, relevant Special Study Modules throughout the course, particularly year 4 research projects in the relevant areas, academic F2 posts, academic research fellows, and in due course intercalated BSc programmes

2. Research, Scholarship & Enterprise

2.1 Play a leading role in the development and implementation of School research strategies and themes, and develop research activity in own subject area in conjunction with the Chair of Medicine.

2.2 Identify and develop research objectives, and proposals for own or joint research, consistent with the priorities of BSMS and complementary to those of the existing Haematology portfolio.

2.3 Develop and maintain an independent research reputation by, for example, serving on peer review committees, or acting as a referee for journal articles or research grant applications.

2.4 Carry out independent research and act as a Principal Investigator or project leader on major research projects. This may involve leading and line-managing the staff including their recruitment, probation, mentoring, performance review and staff development; managing the budget, and taking responsibility for the delivery of the programme. For complex interventional clinical studies, a PI will be expected to be directly involved in patient reviews and clinical assessments, usually in the CRF.

2.5 In partnership with the Chair of Medicine, Clinical Trials Unit and CRF Staff, and LCRN Cancer leads, define clinical research objectives and questions, review and synthesise the outcomes of research studies, and develop ideas for application of research outcomes.

2.6 Develop proposals for major research projects which will make a significant impact, and lead to an increase in knowledge or understanding or the development of new explanations, insights, concepts or processes.

2.7 Produce high-quality research outputs that are world-leading in the field, for publication in monographs or recognised high-quality journals, or performance/exhibition, as appropriate, and make a significant contribution to the School’s/University’s REF assessment (or equivalent) at acceptable levels of volume and academic excellence.

2.8 Make presentations at national and international conferences or exhibit work in other appropriate events of a similar standing, and play a lead role in identifying ways to disseminate research outputs informally via the internet, the media and other forms of public engagement.
2.9 Play a lead role in identifying sources of funding and securing bids, both individually and in collaboration with others.

2.10 Play a lead role in identifying and exploring opportunities for enterprise activity, knowledge exchange income and/or consultancy.

2.11 Provide academic support to the other key players in the Haematology multidisciplinary team, for example the Consultant and Specialist Nurses, to enable them to develop their research portfolios including potentially their own grant applications.

2.12 Lead and develop internal and external networks to foster collaboration on both an individual level and on behalf of others in the School, share information and ideas, and promote the subject and the University, both nationally and internationally.

2.13 Contribute to the enhancement of research quality and thinking in the field by being involved in quality assurance and other external decision-making bodies.

2.14 Act as a leading authority in the field or specialism, developing new knowledge, understanding and innovation in the area.

2.15 Work with the NHS R&D team within the Trust, the Kent, Surrey and Sussex Clinical Research Network and AHSN where appropriate.

2.16 Work closely with staff with cognate research interests in BSMS, the Clinical Investigation and Research Unit (CIRU – the RSCH CRF), within our partner Universities, and the Clinical Imaging Sciences Centre at the University of Sussex, as appropriate to the post-holder’s research interests.

2.17 Engage with the University and Trust’s continued development of a Clinical Trials Unit. An appropriately-qualified candidate may be interested in a management role within this or the CIRU.

2.18 Explore opportunities for expanding the haemato-oncology clinical trial portfolio with an aspiration to establish early and late phase clinical trials relevant to multiple myeloma and as an existing recognised member of the Myeloma UK Network.

3. **Contribution to School & University**

3.1 Attend and contribute to relevant School meetings.

3.2 Contribute to School and University-level strategic planning and development.

3.3 Engage in activities beyond day-to-day teaching duties, for example admissions processes; assessment and feedback.

3.4 Assist with undergraduate and postgraduate recruitment.
3.5 Chair School or University committees, and participate in University decision-making and governance.

3.6 Mentor staff in related or cognate research areas, providing advice on personal and career development plans, and assisting them in identifying and securing career development opportunities.

**Indicative Performance Criteria**

- Evidence of novel or innovative approaches to teaching supervision or assessment, including appropriate uses of technology.
- Sustained high-quality teaching across both undergraduate and postgraduate portfolios, as evidenced by surveys, questionnaires and peer review.
- Regular published output of original research, with a significant proportion at international level (referred journal papers).
- Responsible for leading and managing a focused grant and research group.
- Success in obtaining competitively awarded research and knowledge exchange grants and contracts, with evidence of leadership in securing such awards (for example, as Principal Investigator).
- A successful track record of completed postgraduate research supervision at Masters, MPhil or DPhil level.
- Involvement in knowledge creation and transfer in conjunction with partner organisations in industry and commerce. This could be in the form of externally funded research, knowledge exchange and/or consultancy.
- Evidence of external profile, such as officer of professional body, editorial board or similar.
- Evidence of successful management of more junior and/or support staff where such opportunities exist.
- Responsible and effective involvement in the broader arena of the School and/or University including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues.

**Clinical Accountabilities & Responsibilities**

This is a full-time clinical academic post attracting 10 Programmed Activities. It is recognised that candidates for this post could come from a range of specialist areas related to the field of Haematology. As for any clinical academic post, it will be necessary for detailed discussions to take place between the Trust and the successful candidate to determine the
nature of any clinical contract. The clinical component of the post will be limited to 4PA’s and 1 SPA.

For matters relating to the clinical management of patients, the post holder will be accountable personally and professionally to the General Medical Council. For general professional matters, for example relationships with colleagues, the preparation of protocols and fulfilling the duties of the post, the holder will be accountable to the Medical Director through the Principal Lead Clinician(s) for Haematology and the relevant Divisional Clinical Director.

The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues” (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure and apply it.

**Provisional Timetable:**

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<tr>
<td><strong>am</strong></td>
<td>Academic</td>
<td>Myeloma Clinic</td>
<td>Academic</td>
<td>Lab / MDT SPA / dept meetings</td>
<td>Academic / Teaching</td>
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<td><strong>pm</strong></td>
<td>Academic / Teaching</td>
<td>MDT meeting / procedures</td>
<td>Clinical Research</td>
<td>Clinic / Ward work (alt weeks)</td>
<td>Academic</td>
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This is an indicative programme. The fixed session commitments will be agreed with the successful candidate. The specialist clinic will be determined by discussion between the successful candidate and the existing clinical team to match the successful candidate’s clinical areas of interest and the needs of the clinical department. Appropriate secretarial support and office space will be provided to support both the post holder’s academic and clinical commitments.

It is anticipated that the agreed job plan will incorporate five clinical programmed activities (PA’s) including direct clinical activity, and supporting professional activity; and five academic PA’s, amounting to a total 10 PA’s. The job plan may be reviewed with the Clinical Director and Academic Department Head after the first 6 months and a diary card exercise for the purpose of job planning and appraisal.

The appointee will provide specialist services in Haematology to include outpatient clinics, advice to consultant colleagues, and specialist investigations and therapy. The post holder will be given the opportunity to further develop a specific area of clinical interest complementary to those already provided by the department, and which should ideally map closely on to their research interests and of course reflect their own clinical expertise and experience. It is expected that the appointee will contribute to the relevant departmental/hospital clinical governance programmes.
and to the teaching of junior medical staff, nursing staff and other paramedical staff and external bodies.

The appointee will have continuing responsibility for patients in their care and the proper functioning of the department in their charge. The successful candidate will be encouraged to utilise the full quota of study leave to pursue their continued medical education and will be required to register with the appropriate Royal College for CPD purposes and to assure their continued revalidation with ESHT and Registration for a Licence to Practise with the GMC.

Annual appraisal will be conducted under the Follet scheme, and will involve both clinical and academic line managers. As part of this process, a new “integrated job plan” will be agreed upon each year and submitted to Human Resources at the University of Sussex.

This job description sets out the duties of the post at the time it was drawn up. Such duties may vary from time to time without changing the general character of the duties or level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

**PERSON SPECIFICATION**

**Essential Criteria**

**Clinical**

1. Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT
2. Primary UK medical qualification (or equivalent).
3. Fellowship of the Royal College of Pathologists examination, or equivalent.
4. Relevant specialist training and experience in haemato-oncology with preferred area of expertise in multiple myeloma and related plasma cell disorders.
5. Evidence of advanced communication skills training.
6. Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.
7. Has undertaken a postgraduate degree at Doctorate or MD level. If the degree is not yet awarded, then the thesis should be submitted or close to submission for shortlisting purposes and must be awarded prior to taking appointment.
8. Evidence of peer-reviewed publications in the field of haemato-oncology.
9. Undergraduate and postgraduate education experience in teaching, learning and assessment with understanding of appropriate pedagogy.
10. Satisfactory Enhanced check with the Disclosure and Barring Service.
**Academic**

11. In-depth knowledge of specialism to enable the development of new knowledge, innovation and understanding in the field.
12. Educated to PhD level in a relevant discipline.
13. Research interests that are cognate with those of the academic haematology department at the medical school, notably multiple myeloma and related plasma cell disorders.
14. Excellent interpersonal skills, with the proven ability to engage with students using a variety of different methods.
15. Excellent presentation skills, with the proven ability to communicate effectively, both orally and in writing, with students, colleagues and external audiences.
16. Significant track record of high quality publications in reputable journals and other appropriate media of similar standing.
17. Successful track record of generating research and knowledge exchange income that is notable in terms of size and scope, and the translation of research results into practice.
18. Experience of successfully leading externally-funded research projects is desirable.
19. A national / international reputation in the field of research.
20. Successful track record of supervising undergraduate or postgraduate student research projects
21. Leadership, team-working and people management skills (University/NHS).
22. Excellent organisational and administrative skills.
23. Ability to prioritise and meet deadlines.

**Desirable**

1. Membership of the Royal College of Physicians
2. Fellowship of the Royal College of Pathologists
FURTHER PARTICULARS

The School is an equal partnership between the Universities of Sussex and Brighton together with NHS staff throughout the South East Region. The arrangements for the School’s governance reflect this approach and students are awarded joint degrees of both Universities.

The School is fully committed to the principles of Tomorrow’s Doctors; it endorses the value of medical education in a multi-professional context, and promotes the highest possible standards in its three pivotal components of teaching, clinical practice, and research (both fundamental and applied).

There is an annual undergraduate intake of approximately 200 students. BSMS has proved exceptionally popular and in recent admissions rounds has continued to achieve one of the highest application rates of any UK medical school. Students spend their first two years primarily on the universities’ campuses at Falmer; thereafter the focus shifts to the associated teaching hospitals in Brighton, Eastbourne and the surrounding area. There are purpose-built teaching facilities in all areas.

The BSMS curriculum is currently undergoing significant change as part of the BSMS200 Project. There is a strong emphasises on early clinical involvement, a broad range of experience and a firm foundation in basic science. Led by the Medical Education Unit, there is a wide range of teaching and learning approaches as appropriate for the particular circumstances; we are not committed to a single method of delivery. Feedback from the National Student Survey has demonstrated an exceptionally high level of student satisfaction, with BSMS being consistently in the top 3 performing schools in the country with scores of over 90%. The BSMS 5 year strategic plan places growth in research capacity as the number one priority. We have made significant investments in research infrastructure, including a world-class Clinical Imaging Sciences Centre (CISC) housing a 1.5T MRI and a PET-CT scanner and a Clinical Investigation & Research Unit (CIRU) dedicated to patient orientated research and early clinical trials. There has been a rapid increase in postgraduate research students and research income has more than doubled over the last five years.

Following the appointment of Professor Malcolm Reed as Dean in December 2014, the Medical School underwent a strategic review and is organised into the following Departments:

- Clinical and Experimental Medicine
- Global Health and Infectious Diseases
- Neuroscience
- Primary Care and Public Health
- Medical Education

Administration:
The Medical School’s Administration is led by Mr Peter Pimblett-Dennis the Medical School Secretary. The School’s 60+ support staff offer support to a range of functions including governance, health and safety, curriculum development and delivery, admissions, library and IT, communications, student welfare, human resources, research and finance.
The Universities
The Universities of Brighton and Sussex have formed a highly effective and successful partnership that has resulted in the creation of this first new medical school in the South East region outside of London. Each institution has its own distinct culture and each is proud of its history and achievements but they have a long and successful history of collaboration.

Research and teaching
Both universities are committed to excellence in teaching and research. Sussex is a progressive university delivering innovative thought and action, with a worldwide reputation for excellence in research and discovery. Its distinctive approach leads to the development of high quality new research which crosses traditional boundaries, benefits and enriches society, and influences policy at international, regional and national levels. Sussex research has a positive impact on people’s lives.

The results of the government-commissioned Research Excellence Framework (REF) in 2014 show that over 75% of research activity at Sussex is categorised as ‘world leading’ (4*, 28%) or ‘internationally excellent’ (3*, 48%) in terms of originality, significance and rigour, whilst 98% of research activity at Sussex is categorised as either ‘world-leading’, ‘internationally excellent’ or ‘internationally recognised’. In the Times Higher Education World University Rankings 2014-15, Sussex was ranked 4th in the UK and 34th in the world for research influence.

The University of Brighton has a long and distinguished history of applied research. This serves to sustain and nourish its mission to help form professional and vocational careers. Ultimately, the university aims to transform the lives and experiences of people and their environments with research that matters. In the REF2014, 92% of its research was judged to be world-leading or internationally excellent in terms of the impact it makes, putting it in the top 25% for the sector. 38% of the university’s work in the Health Sciences was rated as world-leading.

BSMS made a major contribution to its host universities’ submissions in the most recent Research Excellence Framework (REF2014). The majority of BSMS staff who were submitted contributed to Psychology, Psychiatry and Neuroscience, and Biological Sciences at the University of Sussex, both ranked 10th, or the joint submission with the University of Brighton (Allied Health Professionals, Dentistry, Nursing and Pharmacy – ranked 27th). A smaller number of academics were submitted with Sociology and English at Sussex.

Contact details
For informal enquiries about this post, please contact:

Professor Malcolm Reed, BSMS Dean (deansoffice@bsms.ac.uk)
Prof Kevin Davies, Chair of Medicine (MedicineAnatomyDA@bsms.ac.uk)
Prof Chris Pepper, Chair of Cancer Research (c.pepper@bsms.ac.uk)
Dr Timothy Chevassut, Reader in Haematology and Consultant Haematologist (BSUHT),
Director of Academic Training (t.chevassut@bsms.ac.uk).

We are committed to equality of opportunity
**JOB DESCRIPTION**

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<th>Job Title:</th>
<th>Consultant Haematologist - Honorary (locum appointment, pending substantive approval within 3 months)</th>
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<td>Special Interest:</td>
<td>Haematology</td>
</tr>
<tr>
<td>Number of hours:</td>
<td>5 PAs per week</td>
</tr>
<tr>
<td>Location:</td>
<td>Eastbourne District General Hospital</td>
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<td>Professionally accountable to:</td>
<td>Medical Director, Governance</td>
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<tr>
<td>Responsible to:</td>
<td>Deputy Chief of Medicine, Joel Newman</td>
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<tr>
<td>Responsible Officer:</td>
<td>Medical Director, Governance</td>
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**INTRODUCTION**

This is a replacement post for a NHS Consultant Haematologist within the Medical Division in East Sussex Healthcare NHS Trust. The post-holder will be expected to contribute to the provision of a comprehensive clinical and laboratory haematology service for East Sussex.

The appointee will be a medically qualified graduate, who has completed an appropriate programme of higher professional training and has a wide general training and experience in clinical and laboratory haematology. A higher qualification is essential, this will usually be FRCPath and MRCP. Applicants to the post must hold full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or be eligible for registration within six months of interview). They must also be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT or equivalent by date of interview.

The appointee will be based at Eastbourne District General Hospital, with clinical responsibilities at Hastings Conquest Hospital also. The Trust is an integrated Acute and Community Trust and options to extend clinical haematology services into the community will be enthusiastically supported.
GENERAL DESCRIPTION OF TRUST AND SERVICES

About the Trust

East Sussex Healthcare NHS Trust provides NHS hospital and community services throughout East Sussex.

We provide our services at two district general hospitals, Conquest Hospital and Eastbourne District General Hospital, at community hospitals in Bexhill, Uckfield, and Rye, at a number of clinics and GP surgeries, and in people’s homes.

Patients come first at East Sussex Healthcare NHS Trust.

We work in partnership with commissioners, other providers, our staff and volunteers as part of a locally focused and integrated network of health and social care in the county.

Our vision

• To combine community and hospital services to provide safe, compassionate, and high quality care to improve the health and wellbeing of the people of East Sussex.

Our strategic objectives

• Safe patient care is our highest priority. We will provide high quality clinical services that achieve and demonstrate optimum clinical outcomes and provide an excellent care experience for patients.
• All ESHT’s employees will be valued and respected. They will be involved in decisions about the services they provide and offered the training and development that they need to fulfil their roles.
• We will work closely with commissioners, local authority, and other partners to plan and deliver services that meet the needs of our local population in conjunction with other care services.
• We will operate efficiently and effectively, diagnosing and treating patients in timely fashion and expediting their return to health.
• We will use our resources efficiently and effectively for the benefit of our patients and their care to ensure our services are clinically, operationally, and financially sustainable.

Our Values

Our Values with the involvement of many people from across the organisation are:

• [Our values – poster]
During 2016/17

- 110,500 patients used our Emergency Departments
- 456,000 people attended an Outpatient appointments with us
- Our community based services supported 95,500 people
- 3144 women became mothers by delivering 3182 babies
- 85.39% of the 54,422 patients undergoing elective surgery had their operations as day cases and returned home on the same day
- We performed almost 290,000 radiological examinations and therapeutic procedures
- Over 6 million pathology tests were carried out

Executive Team Structure
DEPARTMENTAL INFORMATION

CLINICAL HAEMATOLOGY SERVICE

Clinical Haematology is part of the Medical Division. Dr Simon Merritt is currently Chief of Division. Sandra Field is the General Manager. Dr Richard Grace is the lead for Clinical Haematology.

The post holder is to be one of the group of haematology consultants providing the breadth of haematology services to the patients of East Sussex. At present all of the consultants take an interest in all aspects of haematology. Consideration is being given to sub-specialisation and applicants with a subspecialty interest will be welcomed.

Level 1 Services at Conquest Hospital

Level one haematology services are provided at the Conquest Hospital. No inpatient beds are provided on this site for Haematology patients. The junior doctors are ward based. Patients with haematological problems may be cared for on any of the general medical wards with care shared with the relevant physicians and their teams.

The Day Unit at the Conquest Hospital is named the Judy Beard Unit out of respect for a previous highly-respected colleague. The ward is fully staffed with trained chemotherapy nurses and excellent support staff. It has attained a reputation for superb care within the organisation. Chemotherapy, immunotherapy, transfusions, iron infusions and supportive care are delivered on the Unit. Intrathecal chemotherapy and bone marrow procedures are undertaken here.

The Day Unit adopts an open door policy for patients with haematological and other malignancies who are experiencing complications from their disease or treatment. Post-transplant patients (usually shared with King's College Hospital) are reviewed here regularly in the initial stages of their recovery.

The haematology service on the Conquest site is supported by a dedicated haematology clinical nurse specialist and a staff grade doctor who also provides support to the haematology/oncology Day Unit.

Outpatient clinics are held in the haematology/oncology unit where the specialist, palliative and Macmillan nurses also have their base.

The Conquest Hospital is a haemophilia unit. Children with haemophilia attending the Conquest are currently under shared care with the Canterbury Haemophilia Centre. Adults are usually also seen at St. Thomas' Hospital. Patients requiring urgent review and treatment are seen on the Day Unit with admission if necessary.

Level 2 Services at Eastbourne DGH

The level two haematology care for the Trust is provided on the Eastbourne site on Pevensey Ward. The ward has been recently completely redeveloped to meet current guidelines for the care of severely immunocompromised patients. There are eleven large single rooms with en-suite facilities together with two three-bedded bays. The ward is recognised to provide the highest levels of care. It is staffed by dedicated nurses familiar with the care of patients with haematological malignancies, receiving level two care. The
17 bedded in-patient unit treats all the haematology patients receiving induction and consolidation treatment for acute leukaemias and chemotherapy for refractory and relapsed lymphomas and myelomas requiring in-patient care. Patients receiving dose intensification/transplant procedures at King’s College Hospital who are not fit for direct discharge home from London are frequently admitted to the unit prior to eventual discharge.

Eastbourne DGH also has a large purpose-built Day unit where patients are reviewed, treated with chemotherapy, both intravenously and intrathecally, where day case transfusions are performed and where bone marrow aspirates and trephines are performed.

The EDGH ward and Day Unit is supported by two Haematology Clinical Nurse Specialists who work closely with the team based at Conquest.

**Workload**

Clinical activity varies with demand.

The EDGH workload includes those patients from the Hastings and Rother area who require intensive in-patient chemotherapy (level 2)

Clinics which are to be run by the applicant currently average at 20 patients of whom 2 are new. The 2 weekly clinics are both run with the support of our experienced staff grade doctor who usually sees half of these patients.

Patients needing review on the Judy Beard Day Unit vary from 1-8 on any one day. Patients may be seen by our specialist nurse, junior doctor, staff grade doctor or one of the consultants depending on complexity and availability.

**Multidisciplinary Team Meetings**

The appointee will be an essential member of the Multidisciplinary Team. The MDT meeting is held once a week via video conferencing between Conquest and Eastbourne District General Hospitals. All cases of haematological malignancy are discussed with the assistance of histopathology and radiology colleagues. A Clinical Oncologist attends from Brighton. The meeting is fully supported by patient pathway coordinators and data officers. The Somerset Cancer Data Base is used to record these meetings.

The weekly video conference also serves to support our Monthly Morbidity and Mortality meetings, Clinical Governance meetings, and general communication about current clinical and service issues.

Fortnightly video conferencing meetings are held with King’s College Hospital to discuss transplant patients and difficult cases.

We have held and hope to continue to hold an annual “away day” to discuss current clinical topics and management issues with our nursing, laboratory and management colleagues.
Transfusion Services

A transfusion nurse specialist and a transfusion practitioner assistant support the Trust in relation to transfusion issues.

Junior Medical Staff

A dedicated and experienced staff grade doctor supports the Conquest Hospital service, assisting with in-patients, day unit activity and out-patient clinics.

The level two unit is supported by two dedicated SHOs and a Haematology Speciality Registrar. The SpR is on the Kings College Hospital Rotation and is in post for a year. The SHOs are typically on a two year general medical rotation and spend 4 months working for haematology. The SHOs work one night a week on call for general medicine but have no other medical commitments. There is no locum cover for the junior staff so only one doctor is allowed on leave at any one time.

Clinical Nurse Specialists

The service is supported by three excellent Clinical Nurse Specialists, one based on each site. The current post-holder based at Conquest is a qualified nurse prescriber and runs her own clinic for patients with stable myeloproliferative disorders.

Office Accommodation and Support

The post holder will have access to office space on both sites with microscope and computer access.

The post holder will have secretarial and administrative support.

Information support

The Trust has the benefit of a tailored clinical portal that links patient information from diverse information sources including the Trust’s correspondence records, pathology, radiology reports and imaging, endoscopy, cardiology and the VitalPAC in-patient observation records.

The Trust is in the process of implementing an Electronic Document Management system that will make the use of paper notes unnecessary over the coming years.

The haematology service uses the Chemocare system for all its chemotherapy prescribing and administration.

The MDT meeting outcomes are recorded using the Somerset database.

PATHOLOGY SERVICES

Pathology services are provided from purpose-built laboratories based at both of our acute hospitals. Histology processing and cytology are now based on the Conquest site. We are in the process of centralising all our non-urgent blood diagnostic work on the Eastbourne site, while we will retain in-patient and urgent blood diagnostic work on both
sites. Laboratory microbiology services are being centralised on the Eastbourne site and our four microbiology consultant colleagues will continue to base themselves on both sites.

The Pathology Department forms part of the Clinical Support Services Unit within the Integrated Care Division. The Clinical Lead for pathology, is appointed by the Divisional Director for Integrated Care. The current Clinical Lead for Pathology is Dr Joel Newman. The Senior Business Manager for Clinical Support Services is Mr Graham Rayner.

The appointment of clinical leaders is by competitive interview with appointees remaining in post for terms of three years in the first instance. All consultants are encouraged to apply for our leadership posts and are supported to attend management training courses and in-house leadership seminars.

**EXISTING CONSULTANT STAFF in PATHOLOGY**

<table>
<thead>
<tr>
<th><strong>Haematology</strong></th>
<th>Full time</th>
<th>General Haematology</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richard Grace</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Joel Newman</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Anna Cowley</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Abier Elzein</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nigel Sargant</td>
<td></td>
<td>General Haematology (from September 2020)</td>
</tr>
<tr>
<td><strong>Biochemistry</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yvette Lolin</td>
<td>Full time</td>
<td>Biochemistry, Lipidology</td>
</tr>
<tr>
<td><strong>Microbiology</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Diana Amoirdiou</td>
<td>Full time</td>
<td>Clinical microbiology</td>
</tr>
<tr>
<td>James Cargill</td>
<td>Full time</td>
<td>Clinical microbiology (locum)</td>
</tr>
<tr>
<td>John Koroneos</td>
<td>Full time</td>
<td>Clinical microbiology</td>
</tr>
<tr>
<td>Subramaniam Umasankar</td>
<td>Part time</td>
<td>Clinical microbiology</td>
</tr>
<tr>
<td><strong>Histopathology</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Zainab Ali</td>
<td>Full time</td>
<td>Histopathology</td>
</tr>
<tr>
<td>Ian Hawley</td>
<td>Part time</td>
<td>Histopathology</td>
</tr>
<tr>
<td>Keith Ramesar</td>
<td>Full time</td>
<td>Histopathology, Haematopathology</td>
</tr>
<tr>
<td>Jose Quiroga</td>
<td>Full time locum</td>
<td>Histopathology</td>
</tr>
</tbody>
</table>
LABORATORY HAEMATOLOGY SERVICE

The haematology department provides a wide range of diagnostic services to the East Sussex Healthcare NHS Trust and to the East Sussex GPs. Services are also provided to the local private hospitals (Spire and the Esperance), and Hospices (St Michael’s and St Wilfred’s)

The department offers all routine haematology diagnostic tests including full blood counts, coagulation and thrombophilia testing, haematinics, blood films, bone marrows and HPLC for abnormal haemoglobin screening.

In addition the department provides transfusion services including all blood and blood product provision as well as blood grouping.

The departments on both sites are accredited with UKAS.

The Blood Bank has an MHRA certificate of compliance with the Blood Safety and Quality Regulations 2005 (as amended).

Blood banks are MHRA compliant and have been certificated.

The department is located on the two main hospital sites, currently with each laboratory receiving samples from the locality. Reconfiguration is in progress to process all primary care haematology at a combined blood diagnostics laboratory based at EDGH, while work from within the Conquest Hospital will continue to be processed on site. Both sites will retain 24/7 blood diagnostics and blood transfusion laboratory services.

The consultant haematologists work closely with laboratory staff of all disciplines to deliver a full diagnostic service. Blood films are reviewed against firm criteria with consultant assessment as required. Regular morphology review sessions are held for educational and communication purposes.

The service prides itself on providing a responsive advice service to GPs and hospital clinicians. This advice may be offered with telephone calls, and paper or email correspondence.
**JOB PLAN**

Average number of hours to be spent each week on NHS duties:

<table>
<thead>
<tr>
<th>Type of duty</th>
<th>Average number of hours</th>
<th>PAs</th>
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<tbody>
<tr>
<td>Outpatient clinics, Day unit support, inpatient work, including ward rounds, diagnostic procedures, laboratory diagnostic work and clinical advice.</td>
<td>16</td>
<td>4.0</td>
</tr>
<tr>
<td>Teaching, training, CPD, research, audit, administration and committees.</td>
<td>4</td>
<td>1.0</td>
</tr>
<tr>
<td><strong>Total average number of hours</strong></td>
<td><strong>20</strong></td>
<td><strong>5</strong></td>
</tr>
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</table>

The Job Plan will be agreed after appointment with the consultant in post, the medical director and the divisional director. This will be reviewed and negotiated annually thereafter. A basic 1SPA is allocated to all, but additional SPAs are payable via the clinical lead for any additional roles.

**Proposed work programme subject to change and discussion on appointment:**

<table>
<thead>
<tr>
<th>Day</th>
<th>a.m.</th>
<th>p.m.</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Haematology Clinic EDGH (9:00 to 13:00).</td>
<td>Post clinic administration.</td>
</tr>
<tr>
<td></td>
<td>MDT with Kings College fortnightly (15:30 to 16:00).</td>
<td>MDT video conference 10:00 to 12:00.</td>
</tr>
<tr>
<td></td>
<td>Ward Round or Haematology Clinic EDGH (14:00 to 17:00), alternate weeks. Clinical trial work.</td>
<td></td>
</tr>
<tr>
<td>Wednesday</td>
<td>Laboratory, Administration, SPA.</td>
<td>MDT video conference 10:00 to 12:00.</td>
</tr>
<tr>
<td></td>
<td>Ward Round or Haematology Clinic EDGH (14:00 to 17:00), alternate weeks. Clinical trial work.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MDT video conference 10:00 to 12:00.</td>
<td>MDT video conference 10:00 to 12:00.</td>
</tr>
<tr>
<td></td>
<td>Ward Round or Haematology Clinic EDGH (14:00 to 17:00), alternate weeks. Clinical trial work.</td>
<td></td>
</tr>
</tbody>
</table>

**On Call**

The new post holder will not be expected to undertake on-calls in the current post.
**Other Commitments**

The Supporting Professional Activities will be used for non-clinical / clinical administrative duties, audit, research, clinical governance, teaching and training, and reflective practice. Maintaining CPD activities via Royal College of Pathologist is Mandatory. Participation in South Thames EQA Scheme is desirable. Participation and presentation in Trust Grand rounds is desirable.

**RESPONSIBILITIES OF THE POST**

The post-holder will be managerially accountable to the Specialty Lead, Specialist Medicine and professionally accountable to the Chief of Medicine. The successful candidate will be expected to agree a formal job plan with the Chief of Medicine and Medical Director indicating the number of programmed activities, within 1 month of taking up post.

The post-holder will be expected to cross-cover essential services when their Consultant colleagues are on leave. The appointee may be expected to cover clinics on both sites (Conquest and EDGH) and may have laboratory responsibilities on both sites.

The appointee is expected to take up Trust and Departmental administrative activities related to Transfusion, Haemophilia, Laboratory services, Multi Disciplinary Meetings, Pathology and cancer services. Suitable duties may be delegated after discussion and consultation with Clinical leads.

**DUTIES REQUIRED OF THIS POST**

**CLINICAL GOVERNANCE**

The appointee is expected to be committed to the improvement of quality of clinical care in the Division and to participate in incident reporting, risk management and Divisional Clinical Governance Meetings.

**APPRAISAL and REVALIDATION**

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. They will be expected to participate in annual appraisal by the Divisional Director or other designated consultants and to produce a personal development plan which will be shared with the Medical Director and Chief Executive. The appraisal process will also be part of the information used to revalidate Consultants by the GMC. The Trust is committed to the GMC revalidation process with a dedicated office supporting consultants in their preparations for their annual appraisal and revalidation.

**COMMUNICATION**

The appointee will ensure that all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner, focusing on improvement and ways to move forward.

The appointee will ensure that all communication is presented appropriately to the different recipients, according to levels of understanding, type of communication being imparted and possible barriers such as language, culture, understanding or physical or mental health conditions.
CONFIDENTIALITY
Information relating to patients, employees and business of the Trust must be treated in the strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Whistleblowing Policy (Freedom of Speech policy).

POLICIES
It is the responsibility of staff to be familiar with the Trust’s policies that affect them, and work within the scope set out in them. These can be found on the Trust’s Intranet. Any queries should be raised via the line manager. Managers are responsible for ensuring staff know of, and work within the Trust’s policies, procedures and protocols.

IT SKILLS
Members of staff should be skilled in IT to the required level for the job. The Trust reserves the right for these skills to be developed appropriately.

HEALTH and SAFETY
Employees are required to ensure they are aware of, and comply with, policies and procedures relating to Health & Safety (whether statutory or employing body), and assist in ensuring the compliance of other staff.

INFECTION PREVENTION and CONTROL
The Trust considers that compliance with the Infection Prevention and Control Policy and Procedures, including hand hygiene, is the responsibility of all employees who work in clinical areas. Failure to do so may result in formal action being taken against an employee.

PRIVACY and DIGNITY and RESPECT and EQUALITY of OPPORTUNITY
The Trust is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.

CHILDREN’S RIGHTS
The post holder will endeavour at all times to uphold the rights of children and young people in accordance with the UN Convention Rights of the Child.

SAFEGUARDING CHILDREN and VULNERABLE ADULTS
The Trust is committed to safeguarding children and vulnerable adults throughout the organisation. As a member of the trust there is a duty to assist in protecting patients and their families from any form of harm when they are vulnerable.

AUDIT
The appointee will be expected to actively participate in audit. They will be expected to initiate and supervise audit projects related to his/her particular sub-speciality interest. They will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged.

RESEARCH
The Universities of Sussex and Brighton are actively developing research interests and expertise in a number of areas of medical and health service-related research, and encourage academic and research links with the Trust.
CONTINUOUS PROFESSIONAL DEVELOPMENT/CONTINUOUS MEDICAL EDUCATION
Taking study leave is a necessary part of Continuing Medical Education/CPD. Application for study leave must be submitted six weeks prior to the dates requested. There is a funded study leave entitlement of 10 days a year or 30 days over any three-year period. Study leave is agreed by the Divisional Director and should be linked to the individuals’ personal development plan. Evidence of CME participation will become part of the potholder’s portfolio. Visits to other hospitals/working with colleagues is encouraged as an important part of CPD.

TEACHING
The post holder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required by the Division. If there is a specific interest or need, a more extensive teaching role can be developed within the Divisional structure and under the direction of the Speciality College Tutor. The Brighton and Sussex Medical School provides opportunities for participation in undergraduate education.

EDUCATIONAL SUPERVISION
The post holder will be involved with teaching and training junior doctors and should help with both their professional and personal development. Consultants must ensure that junior doctors in their care are not overwhelmed by clinical commitments or overburdened by responsibilities inappropriate to the experience required.

MENTORING
The transition from trainee to consultant or from one organisation to another can represent a major change in responsibilities, working relationships and work pattern and that this can provide significant challenges. The appointee will have a nominated individual mentor within the Trust to support this transition and to provide advice and guidance if needed.

DISPUTES WITH MANAGEMENT
Should a disagreement with Trust management occur, the appointee has an obligation to endeavour to resolve any dispute constructively, through the normal channels or by informing the Chief of Medicine, Medical Director, Chief Executive or Chair of the Trust. Should the problem not be resolved, the Trust should have a specific person – normally a non-Executive Director – to hear complaints. If the problem is still unresolved, the appointee should seek advice from an authoritative external medical source such as the College’s Regional Specialty Advisor, the British Society for Haematology or a mentor from the Association of Clinical Pathologists.

INDEMNITY
The Trust will cover all medical staff for NHS work under NHS Indemnity. The appointee is advised to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme. Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation.
MAIN CONDITIONS OF SERVICE
The appointee will be required to maintain General Medical Council (GMC) full and specialist registration with a licence to practise and revalidation, and should follow the GMC’s Code of Good Medical Practice.

a) The conditions of service will be in accordance with those approved by the Trust. Currently these are covered by the Whitley Councils.

b) Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for this post. If such a person is appointed, modification of the job plan will be discussed on a personal basis in consultation with consultant colleagues.

c) The new consultant will be required to reside not more than ten miles or 30 minutes travelling time by road from their base hospital, unless specific approval is given to a greater distance.

d) The appointment is subject to a satisfactory medical report from the Trust’s Occupational Health Consultant.

e) You will be paid in accordance with the Terms and Conditions for Consultant Medical Staff, and assimilated to the salary scale taking account of all relevant Consultant service.

f) Annual Leave must be applied for at least 6 weeks in advance and approved by the Chief of Medicine. The annual entitlement is 33 days per year.

All medical staff under contract to East Sussex Healthcare NHS Trust will be expected to comply with local policies and procedures, copies of which are available on the Trust’s Internet site, from the Human Resources Department or from the Divisional General Manager, and will be expected to attend Mandatory training sessions.

INDUCTION AND DEVELOPMENT REVIEWS
All medical staff are required to undertake the Trust’s induction as soon as possible after commencing work. They are also expected to have a local induction to their place of work which will be undertaken by their line manager or nominated person and sent to Learning & Development for record keeping.

MAJOR INCIDENT OR CIVIL UNREST
In the event of a major incident or civil unrest all Trust employees will be expected to report for duty on notification. All Trust employees are also expected to play an active part in training for and preparation or a major incident or civil unrest.

WORKING TIME REGULATIONS
The Trust is committed to the principle that no member of staff should work, on average, more than 48 hours per week. Staff who do exceed this limit need to complete an opt-out form. Any member of staff who undertakes work outside the Trust, regardless of whether they exceed 48 hours or not, must inform their manager of this in writing.
PLACE OF WORK
Whilst the duties of the appointment will be primarily at the Conquest Hospital and EDGH, the appointment will be made to the East Sussex Healthcare NHS Trust and there will be a commitment to attend occasionally at any other hospital or clinic in the Trust, as may be necessary from time to time, e.g. in emergencies.

REMOVAL EXPENSES
Reasonable removal expenses will be paid if agreed with the department prior to appointment.

UK VISAS and IMMIGRATION
Applicants should be aware that regardless of country of origin, their ability to communicate in written and spoken English to the standard required to carry out the post will be assessed during the selection process.
www.ukba.homeoffice.gov.uk/visas-immigration/working/

Applications from job seekers who require Tier 2 sponsorship to work in the UK are welcome and will be considered alongside all other applications.
www.ukba.homeoffice.gov.uk/visas-immigration/working/tier2/general/

CONDITION OF APPOINTMENT
The appointment will be made in accordance with the National Health Service (Appointment of Consultants) Regulations.

Canvassing of any member of the Advisory Appointments Committee disqualify the applicant.

For further information and visits, please contact: Dr Richard Grace 01323 413740; Dr Joel Newman 01323 417400 ext (3713/ 4202)
### PERSON SPECIFICATION

Post: Consultant Haematologist (Honorary)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Essential attributes</th>
<th>Desirable attributes</th>
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<tbody>
<tr>
<td>Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview).</td>
<td>Research and development outputs in peer review journals.</td>
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<tr>
<td>Qualifications:</td>
<td>MRCP and FRCPath in haematology or equivalent qualification.</td>
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<tr>
<td></td>
<td>Applicants who are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants who are non-UK trained, will be required to show evidence of equivalence to the UK CCT.</td>
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<td></td>
<td>Evidence should be provided to document these criteria are met (see note below for guidance)*.</td>
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<td></td>
<td>Existing consultants must be able to demonstrate evidence of recognised continued professional education/development.</td>
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<tr>
<td>Experience:</td>
<td>Extensive clinical and laboratory experience in haematology.</td>
<td>Managerial experience.</td>
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<td></td>
<td>Teaching experience.</td>
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<tr>
<td>Special skills:</td>
<td>Investigative and diagnostic skills.</td>
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<tr>
<td></td>
<td>Ability to deliver a clinical and laboratory haematology service.</td>
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<td></td>
<td>Experience in clinical audit.</td>
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<td>Good presentations skills.</td>
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<td></td>
<td>IT skills including laboratory systems.</td>
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<tr>
<td>Specialist knowledge:</td>
<td>Able to lead laboratory and clinical projects, research, audit and accreditation.</td>
<td>Ability to analyse and present data.</td>
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</table>
**Personal qualities:**

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<tbody>
<tr>
<td></td>
<td>Amiable personality with good communication skills with good spoken and written English.</td>
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<td></td>
<td>Able to act on own initiative.</td>
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<tr>
<td></td>
<td>Leadership qualities, can work both as a team member and a team leader.</td>
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<tr>
<td></td>
<td>Interact well with all grades of staff and patients.</td>
</tr>
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<td></td>
<td>Able to manage people and resources.</td>
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<td></td>
<td>Capacity to stimulate and accommodate colleagues.</td>
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</table>

**Other:**

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<tbody>
<tr>
<td></td>
<td>Reside within 10 miles or 30 minutes travelling time of the base hospital. Full driving licence.</td>
</tr>
</tbody>
</table>

*The documentary evidence should be:*

- either an ARCP Outcome 6 form, or a letter from the postgraduate dean specifying the date for completion of training
- a letter from The Royal College of Pathologists confirming that the applicant has fully passed the FRCPath Part 2 examination.