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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Division of Cancer

Job Pack

**Consultant in Clinical Oncology based at North Wales
Cancer Treatment Centre, contributing to the Regional
Oncology Service for Betsi Cadwaladr University Health
Board**

Consultant in Clinical Oncology

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Introduction

Betsi Cadwaladr University Health Board (BCUHB) is the largest health organisation in Wales. It provides a full range of primary, community, mental health and acute hospital services for a population of around 676,000 people across the six counties of North Wales (Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham) as well as some parts of mid Wales, Cheshire and Shropshire.

The Health Board employs around 16,100 staff and has a budget of around £1.2 billion. It is responsible for the operation of three district general hospitals (Ysbyty Gwynedd in Bangor, Glan Clwyd Hospital near Rhyl, and Wrexham Maelor Hospital) as well as 18 other acute and community hospitals, with a network of over 90 health centres, clinics, community health team bases and mental health units.

It also co-ordinates the work of 115 GP practices and NHS services provided by North Wales dentists, opticians and pharmacies.

The service is constantly evolving and this post, in conjunction with the existing and new posts, will contribute to the development of the next phase of the North Wales Oncology Service.

This post will be fully based at the North Wales Cancer Treatment Centre, Glan Clwyd hospital. Consideration will be given to the provision of brachytherapy off-site at Clatterbridge Cancer Centre one day a week.

The post holder will have subspecialty interests in breast and gynaecological cancers. An interest in teaching and staff training would be an advantage. Opportunities exist for research and/or teaching, with established links with Bangor and Glyndwr University.

As per the Welsh Consultant Contract, the full time job plan has 10 sessions, made up of 8 clinical sessions and 2 supporting professional activity sessions. In Wales a standard consultant's session is 3.75 hours i.e. 37.5 hours/week for 10 sessions. Newly qualified consultants are offered 7 clinical sessions and 3 supporting professional activity sessions for the first year in post.

Applicants and prospective applicants are encouraged to ring and/or visit the departments to meet our team. The department is extremely well equipped for a wide range of procedures.

The North Wales Cancer Treatment Centre

The North Wales Cancer Treatment Centre (NWCTC) opened in June 2000 and was purpose-built to provide state-of-the-art radiotherapy treatment and specialist chemotherapy for the population of North Wales (676,000). It also provides cancer unit services for its local population. It includes a 20-bed in-patient ward, a spacious day-case systemic anti-cancer therapy (SACT) unit (Heulwen) with facilities to treat up to 24 patients simultaneously, an outpatient department with 10 clinical suites, and a nurse-led triage assessment for up to 6 patient and radiotherapy review

facilities. The NWCTC is physically attached to the regional district general hospital (DGH), Glan Clwyd Hospital, which facilitates communication and the provision of joined-up oncology services with other clinical colleagues.

The NWCTC Radiotherapy Department has 4 Varian Linear Accelerators (2 Truebeam, 2 Varian IX), Gulmay Orthovoltage Unit, a new Canon CT Planning Scanner with advanced artefact reduction technology (in clinical use from April 2022), Prosoma, and an Eclipse Treatment Planning System supported by Limbus automated outlining (AI). The department is currently commissioning a new Varian Truebeam Linear accelerator which will be in clinical use from September 2023. This is part of an ongoing equipment, software and hardware replacement programme with the addition of Surface Guided radiotherapy (SGRT) systems on all Truebeams.

IMRT techniques are routine for most treatment sites with the addition of 4DCT for lung cancer patients. The centre is also actively working towards the implementation of SABR for lung. DIBH is also standard for left sided breast treatments.

Clinical Oncologists are supported by a team of advanced practice on-treatment review radiographers who are non-medical prescribers, including an Advanced Clinical Practitioner and review radiographer for lower GI cancers and Consultant Radiographer for prostate cancer.

The Centre has a team of experienced radiotherapy and physics staff who work closely together to deliver radiotherapy. Staff include radiotherapy radiographers, scientific and technical support to include physicists, electronics engineers, mechanical technicians and dosimetrists.

All categories of patient needing radiotherapy are treated at the NWCTC except paediatric patients and those requiring brachytherapy. Patients who have need of brachytherapy for gynaecological and prostatic malignancies travel to the Clatterbridge Cancer Centre.

The Systemic Anti-Cancer Treatment (SACT) service is led by a team consisting of a Clinical lead, Nursing lead and Cancer Pharmacy lead. Regular Medicines Management and SACT Governance meetings are held. Parenteral SACT is prepared in validated Pharmacy Aseptic facilities located within the 3 acute hospital sites. The electronic prescribing system Chemocare is used within oncology across all 3 hospital sites. Immunotherapy is given across all 3 sites, with a newly-established, nurse-led immunotherapy toxicity service. Where possible, oral SACT is administered via a Homecare service, with plans to establish more delivery via this route. The SACT service received a successful outcome of its first Peer Review in 2020.

The medical staff based at the NWCTC include: 4 substantive clinical oncologists, 2 locum clinical oncologist and 2 substantive medical oncologists and 1 locum medical oncologist and 4 vacant clinical oncology posts. Currently 1 clinical oncologist visits Bangor and 6 oncologists visit Wrexham to provide a clinical/medical oncology service. In addition there are 2 oncology associate specialists, 2 oncology speciality doctors, one Clinical Fellow and one Physician

Associate. There are 4 specialist registrars in medical oncology and 4 specialist registrars in clinical oncology as part of Health Education and Improvement Wales (HEIW). The registrars rotate across the North Wales region.

The NWCTC accommodates the full spectrum of professions necessary to provide first class overall management of oncology patients including an Acute Oncology advanced nurse practitioner, radiotherapy nurse specialist, 3 SACT advanced nurse practitioners, clinical nurse specialists, dietetics, physiotherapy, occupational therapy, social work, speech and language therapy and psychology. Mechanisms for liaison with community services are well established ensuring a seamless transition of patient care between the NWCTC and the community across North Wales. In particular the Specialist Palliative Care acute and community team is based in the NWCTC ensuring timely palliative care provision where relevant.

The Shooting Star Unit, Wrexham Maelor Hospital

The Shooting Star Unit (SSU) is a state-of-the-art facility based at the Wrexham Maelor Hospital, providing day case chemotherapy, oncology and haematology outpatient services, outpatient gynaecology services, outpatient breast services, as well as a variety of other outpatient clinical services to patients in North East Wales. The unit is split into several clinical areas. The Outpatient Unit provides the facility for all oncology and clinical haematology clinics, as well as some breast, lung and palliative medicine clinics. The Treatment Unit allows for the administration of SACT drugs and blood products. A Women's Unit provides clinic suites for outpatient care and assessment of women with gynaecological conditions, colposcopy clinics and specialised clinics to diagnose and treat women referred from Cervical Screening Wales. Additional services include mammography and digital ultrasound services.

The medical staff based at the Shooting Star Unit include a substantive medical oncologist based solely at SSU, providing further development and leadership for the Acute Oncology service, as well as undertaking sub-specialty clinics in upper and lower gastro-intestinal cancer. A further consultant medical oncologist is based mainly at SSU. A Clinical Fellow, whose duties include the day-to-day care of oncology chemotherapy patients and in supporting the acute oncology service is based solely at SSU.

The Alaw Unit, Ysbyty Gwynedd, Bangor

The Alaw Unit is a combined medical oncology, clinical haematology and palliative care department and is attached to the district general hospital, Ysbyty Gwynedd. It was opened in 2000 having been built with funds raised by the local community. The unit comprises a 15-bed in-patient unit, a two bed and 17 chair day-case treatment unit, a three bed assessment unit and out-patient clinics. The unit offers a medical oncology service to the local population including SACT and supporting therapies for solid tumours and hematological malignancies. There are currently 4 substantive consultant medical oncologists at Ysbyty Gwynedd, a Physician Associate and Clinical Fellow.

The Alaw Assessment Unit is a newly established 3-bed nurse-led unit, which provides direct access for patients with complications of their treatment or of their malignancy. Additionally there is a well-established Acute Oncology service, led by an advanced nurse practitioner, to provide support and advice for oncology and haematology patients admitted to the general hospital, to support patients and their healthcare teams with newly diagnosed malignancy of unknown primary, and to support the general medical teams in the management of oncology patients within the general hospital.

The Alaw Unit liaises with a broad range of professions necessary to provide first class overall management of oncology patients including clinical nurse specialists, dietetics, physiotherapy, occupational therapy, social work and speech and language therapy. Mechanisms for liaison with community services are well established ensuring a seamless transition of patient care between Alaw and the local community.

Health Board Organisational Structure

The Health Board has recently undergone a programme of structural change. This has led to the creation of three health communities: West, Central and East. The Cancer Division, which includes Oncology, remains as a North Wales regional service whose director is an executive member of the health board.

Structure – Clinical Divisions

The Cancer Division sits within Integrated Clinical Delivery – Regional Services.

There are six structural hierarchies within the health board, which are:

- Integrated Health Community East
- Integrated Health Community Central
- Integrated Health Community West
- Integrated Clinical Delivery – Mental Health
- Integrated Clinical Delivery – Regional Services
- Midwifery and Women's Services

Multidisciplinary Working

Multidisciplinary working is now standard of care for all cancer sites and is well established at all three hospitals across North Wales. MDTs have been established for all common cancer sites (breast, colorectal, lung, urology, gynaecology, upper GI, head and neck, thyroid, dermatology), meeting weekly. The post holder will be expected to be involved with MDTs relevant to their areas of clinical practice.

Research / Academia / Teaching

Clinical research is supported within cancer services and clinicians are encouraged to take part in local and national trials. The service is supported by a team of research nurses. There will also be opportunity to link in with the research teams in South Wales & both Bangor and Glyndwr Universities. A range of clinical studies are currently open to recruitment including national, regional and local studies. These includes SACT, radiotherapy, haematology and palliative care studies.

Additionally, the North Wales Clinical Research Facility (NW CRF) was launched in October 2021 and is based in Wrexham. There has been recent approval of a £1.6M business case which will enable a move to new permanent facilities adjacent to the Wrexham Maelor hospital site, planned to open in 2023. This facility will have 6 en-suite side rooms (that can be extended to 8), telemetry, full labs, and a participant entertainment/leisure room, staffed by 4 research nurses, 2 admin/data staff, a clinical trials manager and lab technician. This exciting development will now enable delivery of early phase clinical trials for oncology patients in North Wales.

The post-holder will be expected to recruit suitable and consenting patients to clinical trials wherever the available portfolio of trials in North Wales permits this, as part of standard patient care.

The post-holder will be encouraged to seek out opportunities to discuss and develop clinical research ideas in collaboration with appropriate partners and to submit articles to peer-reviewed journals in areas of their subspecialty interest.

Staff from all hospitals across North Wales are active in teaching medical students (including the Cardiff University C21 Core Curriculum Oncology Module), junior doctors and nurses with a timetabled teaching programme for junior doctors. The post-holder will be expected to contribute to the clinical teaching of these students where relevant to oncology, though this is not expected to be a major commitment. The post-holder will also be expected to be involved in the training and supervision of Specialist trainees in oncology when they are working in the Health Board.

JOB DESCRIPTION

JOB DESCRIPTION

BASE: North Wales Cancer Treatment Centre (NWCTC).
POST: Clinical Oncologist
ACCOUNTABLE TO: Clinical Leads for Oncology
CONTRACT: One Full Time, 10 Programmed Activities Contract held by Betsi Cadwaladr University Health Board

This post will contribute to the provision of comprehensive and accessible cancer services across North Wales. Key elements of cancer care at BCUHB include provision of excellent cancer services as near as possible to the patient's home and to expand the treatment options available to patients locally across North Wales.

The post holder will be a key member of the relevant multidisciplinary teams. The post holder will play an active role in the management of cancer services on site.

Duties and Responsibilities:

Clinical duties

The successful candidate will be expected to participate fully into the consultant led integrated specialist oncology service across North Wales. Therefore, he/she will hold clinics in the NWCTC. A flexible approach will be required as the service continues to evolve and further modernise, as additional new and replacement consultant appointments are made. The clinical duties are subject to review from time to time in the light of changing requirements.

The tumor sub-sites included in a negotiated Job Plan are breast and gynaecological malignancies.

The successful candidate will develop his/her specialist interests and work with the appropriate multidisciplinary teams for both day to day management of patients, as well as in audit and in the development of patient pathways and protocols. It is expected that the successful candidate will attend their site specific MDT Meetings. As a senior employee of the Health Board they will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Health Board's patients. Integral to these responsibilities is the following:

- The provision of a first class clinical service
- Effective leadership to all staff engaged in the specialty
- Sustaining and developing teaching and research in conjunction with organisational policies
- Undertaking all work in accordance with the Health Board's procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Health Board's service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, or the Health Board.

Duties will include the planning, prescription and supervision of patients receiving outpatient and inpatient SACT and radiotherapy for solid tumors.

The successful candidate will take part in the consultant on call rota for the North Wales Cancer Treatment Centre, which includes out of hours advice regarding the management of patients within the NWCTC, and advice to the general medical teams regarding oncological emergencies. The on call includes predictable ward rounds undertaken on Saturday and Sunday. This will also include provision of cover for consultant colleagues' periods of leave.

As part of his/her supporting professional activity sessions, the successful candidate is expected to play a full part in clinical governance activities and postgraduate medical education within the service and this may involve taking a lead or acting as a deputy lead for a particular aspect of the Clinical Division's governance and medical education work. The successful candidate is expected to participate in the development and regular review of policies, pathways and protocols and also to participate in multidisciplinary and multi-agency audit. Consultants are expected to attend the Health Board's mandatory training programme. All consultant staff are appraised on an annual basis.

A full induction programme for the successful candidate will be provided before clinical duties commence.

Supervision of medical staff and training

The appointee will be expected to fully contribute to the administrative, teaching and research activities within the department. Consultants represent the department on various committees within the Health Board as well as taking responsibility for particular delegated areas according to their interests and availability. The Clinical Leads are responsible for delegating these responsibilities.

The appointee will contribute to the teaching of medical students and specialist trainees and to participate in postgraduate meetings, alongside professional supervision and management of junior medical staff. This will include responsibilities for carrying out teaching and examination, and for contributing to undergraduate and postgraduate teaching programmes, and continuing professional education activities locally and nationally of both medical and non-medical staff and students.

Research, audit and continuing professional development

The Health Board recognises the importance of advancing and disseminating knowledge of oncology and the development and application of new and improved methods of treatment and patient care. Research activities, in line with Health Board priorities, consistent with the R&D strategy of the Health Board are subject to the availability of funding and resources.

Additionally, the North Wales Clinical Research Facility (NW CRF) was launched in October 2021 and is based in Wrexham. There has been recent approval of a £1.6M business case which will enable a move to new permanent facilities adjacent to the Wrexham Maelor hospital site, which opened in 2023. This facility has 6 en-suite side rooms (that can be extended to 8), telemetry, full labs, and a participant entertainment/leisure room, is staffed by 4 research nurses, 2 admin/data staff, a clinical trials manager and lab technician. This exciting development will now enable delivery of early phase clinical trials for oncology patients in North Wales.

The successful candidate is expected to initiate and participate in research and clinical audit programmes.

The successful candidate will manage their own programme of Continuing Professional Development (CPD) in order to meet their own needs within the requirements of the Royal College. The Health Board will support reasonable study leave requests for appropriate CPD activities.

General

The successful candidate will be expected to work collaboratively with colleagues to manage the daily business of the Clinical Division and to develop the service in accordance with the Health Board's strategic direction.

Appropriate secretarial support, office accommodation and a personal computer will be provided at the North Wales Cancer Treatment Centre. Office accommodation will be shared with another consultant colleague.

Key tasks:

- To provide specialist oncological services to the population served with special reference to the common cancers and agreed appropriate oncology subspecialties and to be an active participant in each of these multidisciplinary teams.
- To develop a site specialist and research interest on both hospital sites. This will include developing clinical research and entering patients into appropriate national and international studies.
- To provide regular ward rounds for oncology inpatients on Enfys Ward, North Wales Cancer Treatment Centre & in the main hospital site as necessary.

- To work closely with clinical consultant colleagues and to provide seamless cancer care for all patients.
- To work closely with colleagues in other Divisions to assist in providing an efficient service for patients transferring between the different disciplines and during the patient journey.
- To liaise with colleagues in oncology, haematology and palliative care to provide inpatient cover for oncology patients.
- To develop and participate in collaborative initiatives, having a high regard for clinical effectiveness and to the practice of evidence based medicine.
- To participate in audit and teaching and to have responsibility for ensuring active participation in continuing medical education (CME).

Oncology services at the Health Board will be provided by a team of experienced clinical oncologists, medical oncologists and specialist palliative care teams working collaboratively, and all holding appointments at the relevant acute hospitals. Close collaboration will be essential in the management of SACT patients, radiotherapy patients and emergency cases. The person appointed should expect from time to time to fit in with alterations in circumstances, such as changes in Consultant staffing, introduction of new services, expansion or reduction of existing services and implementation and review of Annual Programmes. The successful candidate may be required to undertake occasional duties at other hospitals and health premises within the area. A detailed job plan will be agreed with the post holder on appointment and will be reviewed annually to take account of the changing needs of the service.

Workload

Treatment of approximately 130 new cases per year.

Clinical Governance

The appointee will be expected to contribute and participate in governance activities. A strong desire to improve governance standards is essential. The post-holder will comply with the Health Board's clinical governance requirements and is expected to take a key role in clinical governance activity. This will include participating in clinical audit and review of outcomes, clinical guideline and protocol development, morbidity and mortality reviews and clinical risk management. They will be expected to produce evidence of their contribution in these areas and undertake audit of their own clinical work as part of their annual appraisal.

The post-holder will also be responsible for maintaining satisfactory patient notes and, when relevant, for entering data on to a computer database in accordance with the rules and regulations of the Data Protection Act.

The post holder will, together with consultant colleagues, be responsible for the provision of Oncology services to the BCUHB to include:

- Diagnosis and treatment of patients of the Health Board in such hospitals, health centers or clinics or other premises as required.
- Continuing clinical responsibility for the patients under the post holders care, allowing for all proper delegation to, and training of, junior staff.

Clinical Management

All consultants are expected to contribute to the management and development of their clinical service. Additional clinical management roles will be re-organised in the consultant job plan.

Appraisal

All consultants are required to undertake annual appraisal.

Other

The list of duties and responsibilities given above is not an exhaustive list and the consultant may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

PERSON SPECIFICATION

Consultant in Clinical Oncology

Job Title: Consultant Clinical Oncologist **Department:** Division of Cancer

Criteria For Selection	Essential Requirements	Desirable Additional Requirements	Method of Assessment
Qualifications / Clinical Skills	<ul style="list-style-type: none"> • Full GMC Registration • MB ChB or equivalent • FRCR or equivalent • Inclusion on Specialist Register or, if in training, eligible for inclusion on the register within 6 months 	<ul style="list-style-type: none"> • Higher Degree 	<ul style="list-style-type: none"> • Application • Interview • GMC Check • Qualification Check
Special Knowledge / Abilities / and / or experience	<ul style="list-style-type: none"> • Appropriate experience in training grade posts at SpR/SR level • Equivalent training accepted by Royal College / GMC for Specialist Registrar 		<ul style="list-style-type: none"> • Application • Interview
Personal Skills / Qualities	<ul style="list-style-type: none"> • Demonstrates good interpersonal skills with patients, relatives and members of the clinical team • Ability to gain confidence and trust • Ability to cope with pressure • Ability to respond to change • Polite Manner 	<p>Leadership skills appropriate to:</p> <ul style="list-style-type: none"> • Directing and teaching medical, nursing and other professions allied to medicine • Participating in and leading multidisciplinary teams 	<ul style="list-style-type: none"> • Application • Interview
Research	<ul style="list-style-type: none"> • Published research • Actively encourages research with junior and other staff 	<ul style="list-style-type: none"> • Research degree 	<ul style="list-style-type: none"> • Application • Interview
Additional Requirements	<ul style="list-style-type: none"> • Commitment to continuing personal development and medical education • CRB disclosure at an enhanced level • Ability to educate and train junior medical staff • Excellent communication skills 	<ul style="list-style-type: none"> • Good IT skills • Car owner / driver for peripheral clinics • Experience in teaching, clinical audit • Computer skills 	<ul style="list-style-type: none"> • Application • Interview

WORK PROGRAMME

Programmed Activities in the Job Plan

This is a full-time NHS Consultant post based at the North Wales Cancer Treatment Centre, but will form part of the North Wales Cancer Service.

The exact nature of the clinical duties undertaken and the final details of the formal job plan will be negotiated and form a balance between the skills and experience of the successful candidate and the needs of the service, including the drive to achieve geographical and site specialisation across North Wales. The final job plan agreed with the successful candidate will be according to the terms and conditions of the new Welsh consultant contract. This new contract includes a yearly job plan review, and more frequently if required, to ensure that consultant staff are not regularly working in excess of their agreed job plan. This will be carried out by the Clinical Leads and General Manager.

This job plan reflects core activities of a post at a particular time. The Health Board expects that all staff will recognise this and adopt a flexible approach to work. All consultants are expected to contribute to the smooth running of their clinical service as required, in particular, to comply with the policies and procedures, Standing Orders and Financial Regulations of the Health Board.

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

Direct clinical care sessions

1. Two SACT/ radiotherapy outpatient clinic sessions at the Outpatients Department, North Wales Cancer Treatment Centre. These clinics will have a template to reflect appropriate time provision for new and review patients.
2. Involvement in relevant MDTs linked to clinical specialties, some of which may, if necessary, be managed by videoconference.
3. SACT planning, prescription and supervision.
4. Radiotherapy planning, prescription and supervision
5. Radiotherapy peer review
6. Patient administration.
7. Provide regular ward rounds for Oncology inpatients on Enfys Ward.
8. There is opportunity for a suitably qualified candidate to provide brachytherapy at Clatterbridge Cancer Centre one day a week. Provision for this would be within a negotiated job plan.
9. Participate in the on call rota, 1 in 10, Monday to Sunday with a Saturday and Sunday ward rounds for NWCTC – the amount of unpredictable on call is minimal. The time commitment is averaged out across the proposed job plan below.

Supporting Professional Activity sessions

1. One of the two sessions will be a fixed session.
2. The content of the remaining SPA session will be agreed with the successful candidate, although it is expected that this will include activities relating to audit, research, teaching and training.

Provisional Job Plan (NWCTC)

Day	AM	Lunch	PM
Monday NWCTC, Glan Clwyd Hospital	Radiotherapy outlining and planning (9-11am) Radiotherapy peer review (11-12pm)	Breast MDT (12-2pm)	Gynae MDT (pan-BCU) (2-5pm)
Tuesday NWCTC, Glan Clwyd Hospital	Breast radiotherapy/SACT and outpatient clinic (9-12.45pm)		SPA (1.15 – 5pm)
Wednesday NWCTC, Glan Clwyd Hospital	Radiotherapy planning clinic (9-11am) Radiotherapy outlining (11-12.45pm)		SPA (1.15 – 5pm)
Thursday NWCTC, Glan Clwyd Hospital	Ward reviews (9-10am) Admin (10-12.45pm)		Gynae radiotherapy/SACT and outpatient clinic (1.15-5pm)
Friday NWCTC, Glan Clwyd Hospital	SPA (9-12.45pm)		Admin (1.15-4.00pm)
On-call	1:10 Local Ward Rota (NWCTC, Glan Clwyd Hospital)		

Final agreement on the timetable of commitments (including the option of brachytherapy provision) will be agreed on taking up the post and then be reviewed at least annually as part of the job planning process.

As per the Welsh Consultant Contract, the full time job plan has 10 sessions, made up of 8 clinical sessions and 2 supporting professional activity sessions. In Wales a standard consultant's session is 3.75 hours i.e. 37.5 hours/week for 10 sessions. Newly qualified consultants are offered 7 clinical sessions and 3 supporting professional activity sessions for the first year in post.

Opportunities exist for research collaboration for NW CFR for interested candidates.

Staffing Establishment

North Wales Cancer Treatment Centre – Glan Clwyd Hospital

Dr Angel Garcia, LMS, MD. Consultant in Clinical Oncology

Dr Garcia was an oncology graduate in Medicine at Oviedo University in Northern Spain in 1988 and spent one year in the Spanish Air Force before undertaking several locums in Primary Health. In 1995, he qualified as Clinical Oncologist and, in 1998 he started working as a Staff Oncologist and, later, as Associate Specialist in Oncology at Clatterbridge Centre for Oncology. He joined the North Wales Cancer Treatment Centre in 2005 as Consultant in Clinical Oncology. Dr Garcia's sub-specialty interests are Lung Cancer, Mesothelioma and upper GI Malignancies. He is the Radiotherapy Lead for the Division. (Full Time post).

Dr Niladri Ghosal, MRCP, FRCR. Consultant in Clinical Oncology

Dr Ghosal graduated from Calcutta University in India in 1997 and completed MRCP in 2003. His oncology training started as an SHO and then LAT in Medical Oncology in St James' University Hospital, in Leeds. Thereafter he completed specialist registrar training in Clinical Oncology from the North West Deanery rotating through The Christie and Royal Preston Hospitals. He passed his FRCR in 2008 and obtained his CCT in 2010. He was appointed as consultant clinical oncologist at the North Wales Cancer Treatment Centre in 2010. His sub-speciality clinical interests are Neurological, Breast and Lung malignancies. Dr Ghosal has is actively involved in medical education, and is Royal College Tutor and Educational Supervisor for the Clinical Oncology Training Programme in North Wales. Additionally he is educational supervisor for the oncology element of the C21 medical undergraduates. (Full time post).

Dr Nikhil Oommen, MRCP, FRCP, Dip Oncology. Consultant in Clinical Oncology

Dr Oommen graduated from Manipal Academy of Higher Education in India in 1997. He undertook a Postgraduate Diploma in Oncology at LCR, London in 2014 and also obtained his FRCR that year. His sub-specialist interests are Urology and Gynae (Full time post).

Dr Duncan Wilkins, MD (Res), MRCP, BSc (Hons), MBCLB. Consultant in Medical Oncology

Dr Wilkins graduated from University of Bristol with MBCLB (1996) and BSc (Hons) Physiology Intercalated (1993). His Oncology training was in North London, (University College Hospital, Mount Vernon Cancer Centre, Royal Free London NHS Foundation Trust.) MD (Res) was gained from University College London in targeted therapy for CEAA-expressing cancer. Post-CCT he worked as a Senior Clinical Research Fellow at the Clinical Research Facility at UCLH (Phase I clinical trials and high grade glial tumours). He was appointed as a Consultant in Medical Oncology at the North Wales Cancer Treatment Centre in October 2012. (Less than full time post)

Dr Ravi Kodavatiganti, Locum Consultant in Clinical Oncology.

Dr Kodavatiganti qualified in India in Oncology. He worked at NWCTC as staff grade oncologist, moving to work as specialty doctor in Clatterbridge for several years, before rejoining the NWCTC as a specialty doctor. Following his successful

CESR application, Dr Kodavatiganti was appointed as consultant clinical oncologist in 2020. His sub-specialty interests include breast cancer, head and neck cancer and urological malignancy. (Full-time locum post)

Dr Samah Massalha, Consultant in Medical Oncology.

Dr Massalha qualified from Hull York Medical School in 2011, and had also completed an intercalated degree, BCs (hons) Cancer and Immunology (2008). She completed her specialist training in North Wales. Dr Massalha was appointed in 2021 and has sub-specialty interests of melanoma and gynaecological malignancies. She is Cancer Division's Co-Lead for Immunotherapy services and is Designated Supervising Medical Practitioner for a pharmacist and a SACT Advanced Nurse Practitioner. In 2023 Dr Massalha was appointed as SACT Clinical Lead. (Less than full-time post)

Dr Mazin Sirelkhatim, Consultant in Clinical Oncology

Dr Sirelkhatim was medically trained at the University of Khartoum, Sudan. He moved to the UK in 2011 and underwent foundation training in Leicester before moving to North Wales where he completed core medical training as well as specialist training in clinical oncology. He additionally undertook a further period of training in SABR at Christie Hospital. Dr Sirelkhatim was appointed in 2021 and has sub-specialty interests of urology and lung malignancies. Dr Sirelkhatim is leading the development and initiation of SABR services for North Wales. (Full-time post)

Dr Julie Jones, MB ChB, MSc Oncology, Associate Specialist Oncology. Dr Jones was appointed in January 1999 as a Staff Grade in Oncology and Haematology at YGC and re-graded to Associate Specialist in Oncology in 2007. She has subspecialty interests in breast cancer and acute oncology. She has an interest in medical education and is the SAS Tutor for BCUHB. She also is an active member of the BMA representing all grades of doctor locally on the LNC. She is also Honorary Secretary of the local BMA Division (Clwyd North). (Full-time post)

Dr Carey Macdonald-Smith, MBBCH, Dip Pall Med, MSc Pall Med, Associate Specialist Medical Oncology.

Dr Macdonald-Smith graduated from the University of the Witwatersrand Medical School, Johannesburg, South Africa in 1997. She gained general medical experience at Pretoria Academic hospital (SA), and Royal Shrewsbury Hospital (UK). Dr Macdonald-Smith was appointed as Staff Grade oncologist at the NWCTC in 2000 and re-graded to Associate Specialist in 2009. Her sub-specialty sites are melanoma, renal cancer, and advanced lung cancer. She is Cancer Division's Co-Lead for immunotherapy. She has an interest in Psychosocial Oncology, is an Honorary Research Associate at the University of Chester and is the Medical Oncology Advisor for the executive committee of the British Psychosocial Oncology Society – BPOS. (Full time post)

Dr Sam Al-Bedeary, Locum Medical Oncology Consultant, covering lung cancers.

Dr Anita Staddon, Medical Oncology Specialty Doctor, covering colorectal cancer.

Victoria Joseph, Physician Associate (oncology). Appointed June 2022 covering upper GI cancers.

Specialist trainees in North Wales (SPRs)

Specialist Trainees in Medical Oncology - Dr Nick Wreglesworth (OOPR), Dr Max Gibb, Dr Toby Woolley, Dr Sadiq Shanaz

Specialist Trainees in Clinical Oncology - Dr Thomas Coventry, Dr Mohsin Khan, Dr M Hatata and Dr Shamim Asgari

Shooting Star Unit - Wrexham Maelor Hospital

Dr Madhuchanda Chatterjee, Consultant in Medical Oncology.

Dr Chatterjee graduated from Johann Wolfgang Goethe University in Frankfurt. After working in general medicine and oncology in Germany, Dr Chatterjee moved to the UK and was appointed as Associate Specialist in Clatterbridge Cancer Centre and successfully completed CESR application in 2021. Dr Chatterjee is dual-accredited in oncology and general medicine, and was appointed to BCUHB in 2022. Her sub-specialist interests are upper and lower gastro-intestinal malignancies and acute oncology. She has an active interest in education. (Full-time post)

Dr Chantale Iriekpen, Clinical Fellow

Teams of Senior Nurses operate within Shooting Star, Heulwen Day Unit, Enfys Ward and Alaw Unit. There are a number of lead Clinical Nurse Specialists in post for all main tumour sites and they work alongside side colleagues in the Site Specific MDT's. All MDT's are supported by Cancer Coordinators/Trackers and the cancer administration team.

Alaw Unit – Ysbyty Gwynedd

Dr C Bale, FRCP. Consultant in Medical Oncology

Dr Bale was appointed in May 2005 following specialist training in Newcastle. Her base is Ysbyty Gwynedd. Her sub-specialist interests are the management of patients with breast cancer and lung cancer. She is Associate Medical Director for Wales Cancer Network (WCN), and is SACT Lead for WCN. Dr Bale is also joint Clinical Lead for BCU Cancer Division (appointed July 2021) (Full time post)

Dr A P Mullard, MBBCh, MRCP, PGCert Cancer Studies, Diploma Medical Education. Consultant in Medical Oncology.

Appointed in December 2014. Her base is Ysbyty Gwynedd. She has a special interest in Germ cell tumours, malignancy of unknown origin and gynaecological malignancies. She is also interested in medical education and is the Educational Supervisor for the medical oncology trainees and mentor and supervisor for the medical students and C21 programme. (Less than full time post).

Dr Pasquale Innominato, MD, PhD (Paris). Consultant Medical Oncologist Medical Oncology.

Dr Innominato trained in Rome, and had worked in Paris for 10 years before his move to Warwick University and Birmingham Hospital. Dr Innominato was appointed as consultant medical oncologist in BCU in July 2017 and is based in Ysbyty Gwynedd. His sub-specialist interests are urological, lung and upper GI malignancies. Dr Innominato also has an active interest in research, specialising in onco-chronomedicine. He regularly collaborates internationally and has published his original research in several peer reviewed journals. (Full time post).

Dr C Fuller, MBChB (General Medicine), MSc (Distinction) in Palliative Medicine, Diploma Palliative Medicine. Consultant in Medical Oncology.

Dr Fuller was appointed in 1996 as a Specialty Doctor and has been local to North Wales since 1990. Following successful CESR application, Dr Fuller was appointed as Consultant in 2019. Her base is Ysbyty Gwynedd. Her sub-specialist interests are the management of colorectal cancer and gynaecological cancers. She is chair of Ysbyty Gwynedd's Colorectal MDT. In July 2021 Dr Fuller was appointed as joint Clinical Lead for BCU Cancer Division. (Full time post).

Emma Stenson, Physician Associate (oncology). Appointed April 2022.

APPLICATIONS & VISITING THE HEALTH BOARD

North Wales

Some of the most beautiful countryside and scenery in Britain is at hand, notably the Snowdonia National Park, providing opportunities for mountaineering and water sports. The area is also rich in history with many great castles, stately homes and gardens close by.

Shopping centres are excellent with the local towns of Bangor, Llandudno, Colwyn Bay, Rhyl, Prestatyn, and Wrexham providing a wide range of high street stores and regular markets. Chester, Liverpool and Manchester are also easily accessible along the A55 coast road which links to the start of the M56 and the national motorway network. There is also a direct rail service to the Midlands and London, enabling travel to London in 3½ hours. The rail service along the coast is linked to the ferry terminal at Holyhead, where there is a 2 hour sea crossing to Dun Laoghaire and Dublin Port in the Irish Republic.

The area is well served by sports and leisure centres and there are theatres offering a wide range of stage productions and concerts in Caernarfon, Bangor, Llandudno, Rhyl and Mold. Multi-screen cinemas can also be found in Llandudno, Rhyl and Wrexham.

A wide selection of private housing is available with the diversity of the area providing both traditional and modern houses set in town locations or beautiful countryside settings. Prices compare favorably with most parts of the U.K.

Educational standards are high in both the primary and secondary sectors along with a number of private schools. Higher and further education is well served by Bangor University, Glyndwr University Wrexham, Deeside College and Llandrillo-Menai College, all within easy travelling distance.

Application Process

Application is by visiting NHS Jobs UK, website www.jobs.nhs.uk and following the instructions for on-line applications. The Health Board website is: www.bcu.wales.nhs.uk.

Further information and visiting the Trust

The Health Board welcomes applicants who wish to seek further information or visit. Short-listed candidates are encouraged to visit the hospitals before being interviewed by the Advisory Appointments Committee. Earlier visits (at the candidates own expense if prior to short-listing) would be welcomed and arrangements can be made by contacting:

- Dr Cath Bale, joint Clinical Lead, Ysbyty Gwynedd (tel 01248 363560)
- Dr Claire Fuller, joint Clinical Lead, Ysbyty Gwynedd (tel 01248 363560)
- Geraint Roberts, General Manager, NWCTC (tel 01745 443610)

Informal discussion of the post can be made in complete confidence.