



Appointment of
Consultant in Stroke Medicine

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Contents

- 04** Introduction
- 05** About us
- 08** Our organisation
- 09** Our vision and strategic plans
- 10** Our values
- 11** SWB Benefits
- 12** Why Sandwell and West Birmingham?
- 14** Job advert
- 16** Person specification
- 16** How to apply

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AMBITION



Introduction

Dear Doctor

I am pleased that you are looking to join Sandwell and West Birmingham NHS Trust.

We are a welcoming, inclusive organisation with a firm commitment to our Ambition, Respect and Compassion (ARC) values. We are a place where doctors have real opportunity to develop themselves and their careers.

We train medical students from two medical schools (Aston and Birmingham) and we have a passion for medical education. There are numerous ways to lead on aspects of training for our students and doctors in training.

You will find significant research opportunities, with a long term strategy to build on our research portfolio, as evidenced by our annual increase in study recruitment, and our membership of Birmingham Health Partners academic network.

You can come here to grow as a clinical leader, where many of our consultants have led their teams or directorates and have become regional or national advisors or involved in Royal Colleges, national examinations, or system collaboration.

All of this in the context of Midland Metropolitan University Hospital - our brand new, state of the art hospital facility designed with involvement of our clinical teams that opens later this year.

Come and join our growing medical community.

Best wishes

Dr Mark Anderson

Chief Medical Officer

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RESPECT

About us

Sandwell and West Birmingham (SWB) NHS Trust is an integrated care organisation. We are dedicated to improving the lives of local people, to maintaining an outstanding reputation for teaching and education, and to embedding innovation and research. We employ over 8,000 people and spend around £430m of public money, largely drawn from the Integrated Care Boards (ICBs) which serve the Sandwell and West Birmingham areas. The ICBs and the Trust are responsible for the care of 530,000 local people.



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Our organisation

We provide services from two main acute sites: City Hospital Birmingham, on Dudley Road and Sandwell General Hospital in West Bromwich. And from our community sites, at Rowley Regis Hospital, Leasowes Intermediate Care Centre in Smethwick, as well as a number of GP practices.

The Trust includes the Birmingham and Midland Eye Centre (BMEC a supra-regional eye hospital), the regional specialist centre for Sickle Cell and Thalassemia Centre, and the regional base for the National Poisons Information Service, all based at City. The Trust has three Emergency Departments, at City Hospital, Sandwell General and an eye A&E at BMEC.

Community teams deliver care across Sandwell providing integrated services in GP practices and at home and offering both general and specialist home care for adults, in nursing homes and hospice locations.

The Midland Metropolitan University Hospital

Our population of half a million is eagerly anticipating the brand new Midland Metropolitan University Hospital (MMUH). The opening, in 2024, will be the beginning of a fresh chapter in our ambitious journey to be the nation's leading provider of integrated care.

As well as being the closest adult hospital to Birmingham's busy city centre, MMUH, often fondly referred to as the 'Midland Met' for short, will offer dedicated maternity and children's services. Crucially, it will bring together teams who provide acute, emergency care, in line with the views expressed in our public consultation.

This exciting new building has been designed with room to grow. What's more, we are retaining buildings and wards at Sandwell Hospital for future development.

The majority of patient services will still be provided at Sandwell Hospital, the City Hospital site and Rowley Regis. City Hospital will house three key facilities: the Birmingham Treatment Centre providing outpatient, day case and diagnostic services. The Birmingham and Midland Eye Centre, and the Sheldon Block will provide intermediate care services. The Sandwell site will house the Sandwell Treatment Centre, intermediate care beds, and a new 24-hour urgent care centre.

All of which mean that our communities will benefit from truly excellent facilities in the years ahead.

For more information about the new hospital go to www.swbh.nhs.uk/midland-metropolitan-hospital/.

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Our vision and strategic plans

We have developed a five-year strategy to make sure we are focusing our time and resources on what matters most. In developing our strategy we have taken stock of where we are and where we need to improve. We have also considered local and national priorities for the NHS and our populations.

Over the next five years we will:

- Open the Midland Metropolitan University Hospital
- Focus on creating a great experience for staff and patients
- Develop more seamless services by working together with other health and care organisations
- Use our influence as a large employer to improve the health and wellbeing of people in our communities.

The strategic objectives cover:

1. **Our People** – to cultivate and sustain happy, productive and engaged staff
2. **Our Patients** – to be good or outstanding in everything we do
3. **Our Population** – to work seamlessly with our partners to improve lives

Our training and education team, The Learning Works, are outward facing in sourcing the workforce we need for the long term. We have a very active programme of apprentices and school experience joint working. We are partners in the Sandwell University Technical College. More widely we work closely with Birmingham City University, Wolverhampton University, Birmingham and Aston Universities. And in 2025 we will open a purpose built Learning Campus based at MMUH.

The Trust Board is committed to developing ever more consistent links into our local communities, working with voluntary sector, faith, and grassroots organisations.

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Our values

Our values are a reflection of what is best about us and what matters most to us, the people we care for and the wider community we serve. They support the delivery of our Patients, People, Population plan as well as the important programmes of work we are doing now and have planned for the future.

Our values are:

- **Ambition:** We're ambitious for our communities. We want to make a difference, improving life chances and health outcomes. We're ambitious for our people. We want them to be happy here, to feel supported to achieve their own goals and ambitions. We're ambitious for our Trust, open to new ideas, developing new technology and treatments to provide the best possible care. Working together, and alongside our partners to continually improve.
- **Respect:** We are a place of inclusivity. We value, celebrate and draw strength from the diversity among us, and in our communities. This is what makes us special. Our people and our patients feel listened to. Everyone's voice counts. We're a place where people feel safe to speak up knowing their voices will be heard. Respect and dignity for everyone.
- **Compassion:** We're a welcoming, friendly Trust. We have care, kindness and compassion at our heart. For us, everyone matters. We're a place where compassion is not just for our patients and their families, but a right for all of us. Our people are amazing, meeting challenges head on. They put patients first, day after day, to deliver the best care they can.



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Our structure

The Trust Board comprises of 12 Non-Executive Directors and 8 Executive Directors.

- Sir David Nicholson Chairman
- Richard Beeken Chief Executive
- Joanne Newens Chief Operating Officer
- Daren Fradgley – Chief Integration Officer
- Dr Mark Anderson Chief Medical Officer
- Mel Roberts Chief Nursing Officer
- Simon Sheppard Chief Finance Officer
- Kam Dhami Director of Governance
- James Fleet Interim Chief People Officer

In addition to our Board, four further directors form part of the Chief Executive's leadership group:

- Rachel Barlow; Midland Metropolitan University Hospital Programme Company Managing Director
- Martin Sadler; Chief Informatics Office
- David Baker; Director of Partnerships and Innovation
- Vacant; Director of Communications

The Trust delivers its services through five Clinical Groups:

- Primary Care, Community and Therapies
- Women's and Child Health
- Medicine and Emergency Care
- Surgical services
- Imaging and Pathology

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SWB Benefits

When you join us, you'll enjoy a wealth of benefits and rewards. They reflect how much we value you.

Here are some of the highlights of the benefits on offer:

- **Generous annual leave** – As well as Bank Holidays, you'll be entitled to a minimum of 27 annual leave days based on NHS terms and conditions.
- **NHS pension** – A Career Average Revalued Earnings (CARE) scheme, which includes a generous employer contribution.
- **Family leave** – Whether you need to take Maternity Leave, Adoption Leave, Shared Parental Leave or New Parent Support (Paternity) Leave, there are provisions for taking leave and receiving enhanced pay (above the statutory minimum) depending on your length of service and other eligibility conditions.
- **On-site nursery** – Sandwell Day Nursery is our own on-site day nursery based at Sandwell Hospital. Rated 'Good' by Ofsted, we offer childcare for children aged three months to five years and can care for up to 68 children a day.
- **Flexible working** – You can apply for flexible working opportunities regardless of your reason, length of service and job role. Requests will be considered and supported where possible, or alternative solutions explored to balance individual needs with those of the service and team. We welcome discussions about your flexible working needs and how we may be able to support you.

Our very own SWB Benefits Portal provides our colleagues with access to salary sacrifice schemes (Cycle to Work, Lease Cars, Home Technology and Smartphones), as well as great discounts from a wide range of leading retailers. Our colleagues also benefit from discounts on hot food in our catering outlets.

Support with travel

We offer discounts on bus travel, cycle parking and storage, electric car charge points, car sharing app and a shuttle bus between City and Sandwell Hospital.

Learning and development opportunities

We want our colleagues to continuously learn, grow and thrive in their careers and our protected training budget supports you to achieve this. We support development from occupational competences, professional training and preceptorship to leadership development. Our Personal Development Review process supports you to identify individual training plans to help you achieve your career ambitions. We support employees to participate in a range of educational programmes from vocational qualifications via a range of apprenticeships to post graduate and master level degree courses. Our ARC Leadership Development Programme supports our leaders to deliver our culture and leadership ambitions set out within our People Plan and embed our values of Ambition, Respect and Compassion (ARC).

Recognition schemes

We run a range of recognition schemes including our annual Star Awards, which celebrates teams and colleagues who have delivered outstanding care and support, ARC (Ambition, Respect and Compassion) Star which highlights those who demonstrate our values, Shout Outs, thank you postcards, long service awards and retirement gifts, to name a few.

Health and wellbeing

We have a comprehensive range of occupational health and wellbeing offers to support at work. These include free counselling, staff physiotherapy, free gyms, wellbeing hubs offering complementary therapies, pastoral support options, financial wellbeing support, and menopause support.



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Why Sandwell and West Birmingham?

Birmingham and the borough of Sandwell are great places to live. There are six towns that serve Sandwell, they include West Bromwich, Tipton, Oldbury and Wednesbury. Meanwhile City Hospital, close to Birmingham City Centre, has close links to Bearwood, Harborne, Edgbaston and serves the people of Perry Barr, Ladywood and Handsworth.

Places to live and schools

Birmingham and Sandwell offer a huge range of places to live with easy access via road or public transport all serving the Trust sites well. Housing in the area is very affordable and transport links in and around the city and Sandwell are excellent.

There are a number of fantastic schools in the West Midlands as well as excellent colleges and four universities, including the University of Birmingham and Aston University.

To find out more see www.birmingham.gov.uk/schools-directory and www.sandwell.gov.uk

Going out

Birmingham is a popular city to socialise in, with top chefs opening up restaurants across the centre. There are a varied range of bars too. Meanwhile Sandwell has an excellent range of independently-run restaurants.

For more details about eating out see www.dinebirmingham.co.uk. Birmingham has a range of theatres, and comedy clubs. Check out www.livebrum.co.uk for listings of events going on around the area.

The city is also home to the Birmingham Royal Ballet, the City of Birmingham Symphony Orchestra, the Midlands Arts Centre (MAC), and a number of museums including the Art Gallery, and the Thinktank. Musical stars frequently perform at various concert arenas whilst the National Exhibition Centre (NEC) hosts a number of events.

Transport

Birmingham and Sandwell have excellent transport links with the International Airport, major rail routes and easy access to motorways. Trains run direct to London from Birmingham New Street, and Sandwell and Dudley with the fastest route taking just one hour 24 minutes.

The new HS2 rail will decrease these times even more. Birmingham International Airport flies to destinations across the world.

The motorway network provides easy access to the Peak District and the Cotswolds for days out.

Shopping

There are a huge range of shopping opportunities in Birmingham and Sandwell.

In the city centre, Grand Central has a host of shops and of course there is also the infamous Bull Ring.

In West Bromwich, the New Square Shopping Centre serves up a range of well-known stores.

Sports and activities

The West Midlands has a rich variety of sporting activities.

Local football clubs include Birmingham City, Aston Villa, West Bromwich Albion, Wolverhampton and Walsall. Rugby clubs include Moseley, Coventry and Birmingham and Edgbaston hosts the Warwickshire County Cricket Club.

There are a number of running clubs, athletics clubs, gyms, and plenty of parks and open spaces for more casual activities.

Days out

The Black Country Museum, Dudley Zoo, Twycross Zoo, the West Midlands Safari Park, Alton Towers, the Space Centre at Leicester, the Tamworth Snowdome, Warwick Castle, Cadburys World, and many more attractions are within two hours travel from Birmingham and Sandwell. And of course the picturesque Sandwell Valley Country Park, which houses a working farm, and two playgrounds, is just a stone's throw away from Sandwell Hospital.

For more information about Birmingham and Sandwell see: www.birmingham.gov.uk



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Job Advert

We are looking to recruit two enthusiastic and dynamic consultants in stroke medicine to join our experienced team of physicians, neurologists and a wide multidisciplinary team who are committed to delivering modern stroke care, across the full pathway and team working.

The posts will initially be based at Sandwell Hospital, but when the Midland Metropolitan University Hospital opens this year, the Hyper Acute Stroke and Acute Stroke care along with Transient Ischaemic Attack (TIA), will be moving into a purpose-built state-of-the-art unit based at the new healthcare facility.

It's an exciting time to join the team as the service continues to adopt developments within stroke care, including RapidAI which leads to faster and accurate diagnosis.

Complementing our acute service, is an excellent community rehabilitation programme, ensuring patients have the support they need at home, putting them at the heart of everything we do – whether that's in an acute or community setting.

We serve a diverse community and approximately 750 confirmed strokes are admitted primarily via the Emergency Department. These range from complex stroke pathology, multi-morbidity and there is also a higher proportion of young stroke cases.

Currently at Sandwell Hospital, the inpatient service has two wards on the same floor, with a combined total of 53 beds. Each ward has a therapy gym and a kitchen for patients, so staff are able to perform activities of daily living (ADL) assessments.

Within the Hyperacute Pathway, there is a dedicated stroke alert response nurse, whilst clinical decision-making lies with the stroke consultant on call. In addition, the Imaging Department provides 24-hour CT and CTA scans.

Development and the wellbeing of our staff is also key to the service. We are actively participating in clinical research and run a Royal College of Physicians accredited course for the management of hyperacute stroke twice a year. Whilst we also have a robust health and wellbeing programme to support staff.

The appointees are expected to work across the whole stroke pathway and support governance, training, education and research.

The post does not involve work or on-call commitments for acute medicine. However, this can be reviewed to accommodate individual special interest or wish to maintain acute GIM skills.

To read the full job description [click here](#)

Read more about our stroke service by [clicking here](#)



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Person Specification

Essential	
Qualifications	<ul style="list-style-type: none"> Entry on the Specialist Register in Geriatrics or Acute Medicine or Neurology (or entry expected within six months from the date of interview). MRCP or equivalent.
Clinical Experience	<p>Clinical training and experience equivalent to that required for gaining CCT in any parent Speciality as above.</p> <ul style="list-style-type: none"> Ability to take full and independent responsibility for the management of acute medical emergencies. Ability to take full and independent responsibility for the care of patients.
Professional and Multi-disciplinary team working	<ul style="list-style-type: none"> Ability to work well with colleagues and within a team.
Management and Administrative Experience	<ul style="list-style-type: none"> Ability to organise and prioritise workload effectively. Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures. Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.
Clinical Effectiveness	<ul style="list-style-type: none"> Experience of conducting audit. Ability to use the evidence base and clinical audit to support decision-making.
Teaching and Training experience	<ul style="list-style-type: none"> Ability to teach clinical skills to medical and nursing staff and other disciplines. The ability to appraise junior doctors and other staff.
Research, Innovation and Service Improvement Experience	<ul style="list-style-type: none"> Ability to apply research outcomes to clinical problems. An awareness of current specialty developments, initiatives and issues.
Personal Attributes	<ul style="list-style-type: none"> Energy and enthusiasm and the ability to work under pressure. An enquiring and critical approach to work. Caring attitude to patients. Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses, other staff and agencies. Commitment to Continuing Medical Education and Professional Development.
Other Requirements	<ul style="list-style-type: none"> Full GMC Registration with Licence to Practise. Appropriate Immigration Status (where appropriate). An understanding of the current NHS environment, particularly in relation to reforms, initiatives and issues. Residence within a reasonable distance of Sandwell General Hospital. Ability to undertake clinical commitments at any of the Trust's sites.



Desirable	
Qualifications	<ul style="list-style-type: none"> Higher Degree. CCT in Stroke Medicine.
Clinical Experience	<ul style="list-style-type: none"> Special interest that complements the existing consultants. Knowledge/Skills of Artificial Intelligence and use of advanced brain imaging in Stroke Medicine.
Teaching and Training experience	<ul style="list-style-type: none"> Formal training in teaching.
Research, Innovation and Service Improvement Experience	<ul style="list-style-type: none"> Knowledge and experience of the application of information technology relating to stroke medicine. Publications in relevant peer-reviewed journals in the last five years. Evidence of having undertaken original research.

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How to Apply

For more information on the job role and responsibilities, please refer to the Job Description.

For an informal discussion, please contact:

Group Director: Dr Chetan Varma.

Email: c.varma@nhs.net

Clinical Director/Consultant Stroke

Physician: Dr Kamel Sharobeem.

Telephone: 0121 507 3636.

Email: kamel.sharobeem@nhs.net



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