



**Royal United Hospitals Bath**  
NHS Foundation Trust

## **Job Description**

**For**

**Consultant Medical Microbiologist**

## The RUH, where you matter

At the RUH we're proud to put people at the heart of what we do, striving to create an environment where everyone matters. Everyone means the people we care for, the people we work with and the people in our community.

We provide a [wide range of services](#) including medicine and surgery, services for women and children, accident and emergency services, and diagnostic and clinical support services.

We also provide specialist services for rheumatology, chronic pain and chronic fatigue syndrome/ME via the Royal National Hospital for Rheumatic Diseases.

We work closely with other health and care organisations as members of the Bath and North East Somerset, Swindon and Wiltshire Integrated Care Board. We strive to improve the health and wellbeing of the people in our community by working together build one of the healthiest places to live and work.

## Management Structure

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The Trust has a divisional structure. There are three clinical divisions, Medicine, Surgery and Family and Specialist Services, supported by two additional divisions, Corporate Services and Estates & Facilities. Each Clinical Division is led by a senior management team, consisting of a Divisional Director, Divisional Director of Operations and a Divisional Director of Nursing. Each also has a Clinical Governance Lead in the senior divisional team. Pathology sits within the division of surgery.

The senior management team meets with other divisional colleagues to discuss both operational and strategic issues for the specialities within the division.

Operational management decisions are made by the Management Board which consists of the executive directors and representatives from the three divisions.

The hospital is managed by a Trust board, which consists of a chair, six non-executive directors and eight executive directors. The day-to-day management of the hospital is the responsibility of the chief executive assisted by the executive directors, and supported by the three clinical divisions.

### **Executive directors:**

Chief Executive: Cara Charles-Barks

Chief Operating Officer: Paran Govender

Director of Finance and Deputy Chief Executive: Libby Walters

Director of Nursing and Midwifery: Toni Lynch

Chief Medical Officer: Dr Andrew Hollowood.

Director of People: Alfredo Thompson

Director of Strategy: Jocelyn Foster

Director of Estates & Facilities: Brian Johnson

# CONSULTANT MEDICAL MICROBIOLOGIST

## JOB OUTLINE

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### Appointment

This is a part-time post (6.75PA) for a Consultant Medical Microbiologists at the Royal United Hospital. An exciting opportunity exists for an enthusiastic and ambitious individual to join a dynamic team of 5.1 WTE Consultants.

### The Department of Microbiology

The Microbiology laboratory processing for the Royal United Hospital and the Bath clinical area is contracted to Bristol UKHSA and the majority of samples are processed at the Severn Pathology Laboratory in Bristol. There is a small laboratory (“Hot Lab”) based on-site at the RUH where all Blood Cultures, Cerebrospinal Fluids, and has a Cepheid analyser processing samples on site for influenza, Clostridium difficile, Norovirus and Covid-19, which enables improved patient flow and bed management within the hospital. Samples are processed by a Biomedical Scientist (BMS) covering from a pool of around 11 BMSs employed by the UKHSA laboratory sited at Severn Pathology in Bristol. Specimens are transported to the Severn Pathology Laboratory in Bristol four times a day during the working week on a dedicated two-way transport service. During the weekends and bank holidays the specimens are transported to the Severn Pathology Laboratory once daily in the morning.

The Microbiology offices and “hot-lab” are situated in a purpose-built laboratory at the heart of the hospital (The Herschel Building). The Pathology building was built in 2014. The Microbiology Consultants have a shared office with desks and computers for each consultant. The laboratory is fully computerised for data storage and reporting using Ultra within RUH and Winpath at Severn Pathology. The Trust uses Millennium as an electronic patient record. There is a large tea room shared with other staff in the Pathology Department.

Bristol UKHSA laboratory services were merged with those at North Bristol NHS Trust in Southmead in 2016 to create Severn Pathology. This also incorporates Virology and Mycology services. The Antimicrobial Reference Laboratory is also based at this site.

Both the Bristol and Bath laboratories have UKAS Accreditation and take part in the UKAS and NEQAS quality assurance schemes.

There is compliance with health and safety and security requirements and with agreed standard operating procedures (SOPs) and investigational algorithms.

The two Bristol laboratories have accreditation status for training of BMS staff and maintain an in-service training/educational programme for all staff in the department.

The Consultant microbiology team strives to provide the trust with a comprehensive microbiology service including provision of Infection Control, Antimicrobial Stewardship, OPAT service and provides infection expertise in managing complex

patients, to multi-disciplinary team meetings and ward rounds. The Speciality comprises of the following medical Consultants with their sub-speciality interest:

- Dr Sarah Meisner, Head of Department/ OPAT Lead (currently 10PAs but due to drop to 7.75PAs from 1/8/2024)
- Dr Jane Liu, Laboratory Lead (7.75PAs)
- Dr Julia Vasant, Infection Control Lead (7.75PAs)
- Dr Sabrina Fudge, Deputy Infection Control Doctor (10PAs)
- Dr Alan Cordey, Antimicrobial Stewardship Lead (7.75PAs)
- Dr Jen Tomlins, Deputy Antimicrobial Stewardship Doctor and deputy OPAT doctor (7.75 PAs) due to commence April 2024

The Consultant Medical Microbiologists work closely with:

- A Microbiology Laboratory Manager: Kieron Halladay
- A part-time Antimicrobial Pharmacist: Nicola Marsh
- Outpatient Parenteral Antimicrobial Therapy (OPAT) Nurse specialists: Terry Bolton and Annabel Mosse
- Infection Control Nurses: Lisa Hocking (Lead IPC and Deputy DIPC), Suzanne Jordan, Amelia Hadi, Dana di Iulio, Mariska Oddy and Kelly Weeks.
- Secretarial and administrative support from Julie Phelps and Andrea Langley.
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The Pathology Speciality Manager is responsible for the RUH laboratory management and the UKHSA contract but day to day operational management of Microbiology is done by a Microbiology laboratory manager.

Microbiology is a subdivision of the Directorate of Pathology, which incorporates Cellular Pathology, Clinical Biochemistry, Haematology and Immunology. The Directorate of Pathology sits within the Surgical Division. The Clinical Director for Pathology is a rotational post and is currently Dr Moya O'Doherty, a chemical pathologist. The Pathology Department is managed by a triumvirate team including the Clinical director, speciality manager (Lucinda Edwards) and blood sciences operational Manager (Mark Nicholas). The Microbiology manager reports to this team but oversight of the budget and UKHSA contract is managed by the speciality manager.

## THE POST

### Details of the Post

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The holder of this post will be a Consultant Medical Microbiologist (CMM) and they will provide some infection control, antimicrobial stewardship and laboratory management duties in conjunction with the other consultant Microbiologists. Lead roles will rotate and specific responsibilities will be decided upon following the appointment of the successful candidate.

#### **Clinical service**

The appointee will, together with their Consultant Medical Microbiology colleagues, be responsible for the provision of a high quality, comprehensive, efficient and cost-effective clinical microbiology service for the Bath Clinical area.

Virology & Mycology services are provided by the UKHSA laboratory in Bristol. Samples for specialist testing are sent directly or via the UKHSA laboratory to reference laboratories. Consultants virologists and mycologists at UKHSA are available to provide advice on the management of complicated viral or fungal infections.

**At the RUH site shared responsibility with other CMMs for:**

- Clinical liaison in a timely manner with hospital staff and general practitioners on appropriate investigations and interpretation of results relating to the treatment, management and prevention of infections and epidemiological matters
- Daily laboratory liaison with the RUH “Hot Lab” to oversee all the laboratory work and relate it to the clinical scenario
- Liaison with medical and technical staff at UKHSA and Severn Pathology regarding RUH related work
- Liaison with Health Protection staff as applicable
- Authorisation and interpretation of laboratory reports from both the RUH and Bristol laboratories
- Daily ward rounds on the Adult Intensive Care Unit
- Other ward rounds and multi-disciplinary team meetings e.g. with the haematology/oncology ward, orthopaedic and cardiology teams and other teams regularly or as required
- Regular Antimicrobial Stewardship (AMS) Ward Rounds together with the Antimicrobial Pharmacist and ward based pharmacist(s)
- Review of all new *Clostridium difficile* cases, a weekly *C difficile* ward round, review of patients with *Staph aureus* bacteraemia and other complex patients
- Liaison with the IPC and AMS teams as required
- Liaison with the Out-Patient Parenteral Antimicrobial Therapy (OPAT) Nurses including review and follow up of referrals with confirmation of treatment plans, virtual and, where necessary, in person out-patient reviews. Currently 2PA of CMM time are allocated to OPAT including time to act as OPAT Lead.
- Involvement in policy and guideline development and review
- Involvement in Laboratory Management. Currently 0.5PAs of one CMM’s time are allocated to being Laboratory Development Lead.

**Infection Control**

The role of the Infection Control Doctor (ICD) is currently shared by two of the Consultant Medical Microbiologists with 5PAs of their Job Plan allocated to this role. Responsibilities include taking on a strategic and leadership roles within the IPC team, attendance at, and occasional chairing of, a variety of IPC related meetings, review and updating of guidance and teaching, amongst other roles. We would welcome, although not essential, the successful candidate to take on some Infection Control responsibilities. The ICD is part of the Infection Control team but remains responsible to the Clinical Director of Pathology. All of the Consultant Medical Microbiologists, including this post-holder, will provide day to day infection control activities. The Director of Infection Prevention and Control (DIPC) role is currently held by the Director of Nursing, Mrs Antonia Lynch.

**Antimicrobial Stewardship**

The role of the Antimicrobial Lead is currently held by one of the CMMs with 2 PAs currently dedicated to this role and the plan is for a Deputy Antimicrobial Lead has an additional 1PA. All of the CMMs are involved in other antimicrobial stewardship (AMS) roles such as regular AMS ward rounds, reviews of patients on carbapenems, and weekly virtual ward rounds with the OPAT nurses

### **Protocol and Guideline Development**

Participation in protocol and guideline development in association with the other CMMs and with clinical staff in the RUH

Participation in the development of laboratory SOPs, user manuals etc.

### **Teaching, Research, Clinical Governance and Audit**

Quarterly clinical governance meetings allow reflection of good practice and risks within the department. Other activities include:

Teaching SpRs in Microbiology in preparation for FRCPATH

Regular teaching on the Pathology course for Bristol medical students

Participation in the teaching of junior doctors and other medical and allied health professionals at the RUH

Participation in regular clinical and laboratory audits and Quality Improvement projects will be facilitated.

Membership of appropriate managerial and professional committees will be encouraged, depending on the interests of the appointee.

Participation in both the Trust and Bristol PHE Clinical Governance committees

Participation is expected in the Severn Infection Sciences Consultant Meeting and at fortnightly Analysis and Reporting Meetings (shared with other consultants).

### **Continuing Professional Development**

The post-holder is expected to take responsibility for their own Continuing Professional Development and take part in Continuing Medical Education activities, in line with the requirements of the Royal College of Pathology guidelines to maintain standards of performance.

### **Annual Appraisal**

The post-holder will be expected to participate in an annual appraisal in accordance with Trust policy. A summary of the outcome of the annual appraisal, and any key issues arising from the appraisal process will be communicated to the RUH Responsible Officer (Medical Director).

### **Head of Department**

The Head of Department role attracts 0.5PAs. All CMMs are eligible for this role which, as well as overseeing and leading the department, includes participation in RUH Pathology Management meetings and relevant Severn Pathology Management meetings with UKHSA staff. As this post is rotational the expectation is that the post holder will be willing to hold this position at some point.

### **Health Protection**

Provision of surveillance data to UKHSA at local, regional and national levels and participation in sentinel or enhanced surveillance activities is expected.

### **Out of hours work**

The successful applicant will participate in an on-call rota. Currently the on-call rota is provided by the 5 consultants at United Bristol Healthcare Trust (UBHT) together with the CMMs at the RUH covering the RUH and UBHT catchment areas. The on call is currently 1 in 11 with prospective cover and amounts to an average of 1PA of work per week however this is currently being reviewed. Honorary contracts will be established at UBHT and UKHSA to ensure that this work is covered by crown indemnity. SpRs based at UBHT and NBT also take part in the on-call rota.

The post holder will be expected to cover for colleagues when absent or on leave.

## Departmental Work Load

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Over 340,000 samples originating from the Bath clinical area are processed annually with approximately 40% of specimens being from Primary Care.

Type of activity	Requests in 2022-23
Bacteriology	208,013 (19,280 of which processed in Hot Lab)
Virology	91,875

Most viral tests are carried out in the Bristol UKHSA Virology laboratory with the exception of rapid PCR testing for C. difficile, Norovirus, Influenza and Covid-19. Advanced Mycology tests including fungal identification, molecular testing, fungal sensitivity testing and anti-fungal drug assays are done in Bristol UKHSA Mycology reference laboratory.

## Staff at Bristol UKHSA

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Dr Martin Williams	Clinical Lead for Microbiology at the BRI, and head of bacteriology (Severn Infection Sciences)
Dr Philip Williams	Lead for Adult Haematology and BMT
Dr Irasha Harding	Lead for OPAT, and Women's and Children Services
Dr Rajeka Lazarus	Clinical Lead TB
Dr Raje Dhillon	Antimicrobial Stewardship Lead
Mr Jon Steer	Head of UKHSA Laboratory Operations South West of England
Ms Katy Lomas	Infection Sciences Manager
Ms Nicola Childs	Bacteriology Laboratory Manager
Mr Sam Stafford	Deputy Bacteriology Laboratory Manager
Dr Matthew Donati	Consultant Virologist/ Head of Virology
Dr Peter Muir	Consultant Clinical Scientist/ Virology
Dr Sophie Gillett	Consultant Virologist
Prof Elizabeth Johnson	Consultant Mycologist
Prof Andrew Borman	Consultant Mycologist

There are currently eleven SpR trainees and 35 Clinical Fellows in Microbiology in the Bristol region (divided between UHBristol and North Bristol Trusts). They all participate in the on-call rota and require differing levels of supervision depending upon their experience.

## Proposed Job Plan

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The job plan will be agreed on commencement of the post with the Clinical Director of Pathology and the head of department. It will constitute 5.0 professional activities (PAs) of direct clinical care (DCC), 1.0 supporting professional activities (SPA) and 0.75 PA for on-call. It will cover all aspects of a consultant's professional practice including clinical work, teaching, research, education, clinical governance, private practice (cover patients at Sulis Hospital) and any other responsibilities.

## Timetable

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The following timetable is an example of what will be required.

Day	Time	Location	Work	Categorisation	PA
<b>Weekday 1</b>	9-1	RUH	Clinical handover/ laboratory liaison/ Ward round & duties	Direct care	1
	1-2	RUH	Grand round (CPD)/Admin	Supporting	0.25
	2-5	RUH	Clinical/lab liaison/ Ward round & duties	Direct care	0.75
<b>Weekday 2</b>	9-11	RUH	AMS/ OPAT role	Direct care	0.5
	11-5	RUH	Clinical lab liaison/ Ward rounds & duties	Direct care	1.5
<b>Weekday 3</b>	9-10	RUH	Weekly team meeting	Supporting	0.25
	10-3	RUH	Clinical lab liaison/ Ward rounds & duties	Direct care	1.25
	3-5	RUH	CPD/ Other SPA activities	Supporting	0.5

Day	Time	Location	Work	Categorisation	PA
<b>Emergency on-call work</b>	Approx. 1 in 11 with prospective cover	RUH/ UBHT	On Call (predictable & unpredictable)	On Call	0.75
<b>Total Hours</b>					<b>28 hours</b>
<b>Total PAs</b>					<b>6.75</b>

Most of the sections in the schedule do not specify the precise work undertaken during these periods. This is partly because the exact job plan will depend on the precise roles that the CMM performs and days of the week that they work in order to allow flexibility in the provision of cover which is an annualised plan.

This job description is likely to be revised from time to time to take account of changing organisational and personal needs.

SUMMARY OF PROGRAMMED ACTIVITY	Number
<b>Supporting Professional Activities</b>	<b>1.0</b>
<b>Direct Clinical Care (including unpredictable on-call)</b>	<b>5.75 of which 0.75PA is on call</b>
<b>TOTAL PROGRAMMED ACTIVITIES</b>	<b>Total 6.75</b>

## ON-CALL AVAILABILITY SUPPLEMENT

**Agreed on-call rota :** 1 in 11 with prospective cover

**Agreed category (A or B):** A

**On-call supplement (%):** 3%

## Contact details

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For further information and informal enquiries regarding the post and visit the department, please contact:

Dr Sarah Meisner, Consultant Microbiologist (01225 825428)  
[sarahmeisner@nhs.net](mailto:sarahmeisner@nhs.net)

Dr Moya O'Doherty Clinical Director of Pathology (01225 824715)  
[moya.o'doherty@nhs.net](mailto:moya.o'doherty@nhs.net)

Candidates will be short listed for interview by the advisory appointment committee following submission of an application within the defined time scale against the specification set out below. These criteria will be used throughout the appointment process to select the most suitable candidate. Candidates should ensure that the criteria are fully addressed in their applications.

## Commencement of duties

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The appointee will be required to take up the post within an agreed timescale. If you consider it is unlikely that you will be able to take up the appointment within such a period, you are advised to highlight this at the time of your application.

### Office and Secretarial Facilities

Full time shared secretarial support will be provided. Personal office space is available with access to a PC. The post holder may be expected to share an office with another colleague.

## Accountability

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The Chief Executive is managerially responsible for the services provided by the Trust and the Lead Clinician is responsible for the provision of the service. The post holder will be responsible for the discharge of their contractual duties through the Lead Clinician to the Chief Executive.

The Foundation Trust will take direct responsibility for costs and damages arising from medical negligence in the treatment of NHS patients, where they (as employers) are vicariously liable for the acts and omissions of their medical and dental staff. However, it is strongly advised that the person appointed maintains defence body membership in order to cover any work, which does not fall within the scope of the hospital policy.

A medical professional indemnity scheme is available to cover compensation (including claimants' costs and expenses) arising from medical negligence in the treatment of private patients at the Royal United Hospital.

## Health & Safety

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Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974) and any subsequent relevant legislation and must follow these in full at all times including ensuring that they act in line with all agreed procedures at all times in order to maintain a safe environment for patients, visitors

and staff. Failure to comply with these policies may result in disciplinary action up to and including dismissal.

## **Healthcare Associated Infections (HCAs)**

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All Trust staff have a responsibility to act and follow all instructions to protect patients, staff and others from HCAs. All staff are required to follow the NHS Hygiene Code and all Trust policies and procedures related to it and the Health Act 2006. Failure to comply with any of these may result in disciplinary action up to and including dismissal.

## **Medical Examination / Screening**

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At any stage of your employment you may be required to undergo a medical examination to confirm your fitness to undertake your duties. All medical and dental practitioners are appointed subject to medical screening. Vaccinations and immunisations except Yellow Fever may be obtained by contacting the Occupational Health Department at the Royal United Hospital on Extension 4064.

If this post has been identified as one involved with exposure prone procedures, satisfactory Hepatitis B status will be a condition of your employment with this Trust. You will be required to either undergo the immunisation process or produce written evidence of satisfactory Hepatitis B status prior to taking up this appointment.

As this appointment will provide substantial access to children, an enhanced Criminal Records Bureau check on convictions will also be necessary.

## **ACADEMIC FACILITIES**

The Royal United Hospital has two centres for academic support. The Post Graduate Medical Centre has excellent lecture and meeting facilities including a surgical simulation suite. The Bath Academy Education Centre houses an excellent medical library, clinical simulation suite, resuscitation training and again has extensive meeting facilities.

In addition to these facilities the Wolfson Centre houses a number of departments that are linked to Bath University with whom the hospital has excellent links. Bath University has a School for Health where academics collaborate actively with hospital staff over a wide range of disciplines. The hospital is also closely linked with Bristol University Medical School.

Undergraduate and post graduate training is undertaken on site. Many consultants have honorary appointments at Bath and Bristol Universities. There are strong links with several other universities and several members of staff have honorary chairs. There is a long tradition of research and education at the hospital and a regular supply of undergraduate students. All locum consultants are expected to take part in these teaching activities.

There is an active research and development department which fosters and facilitates research in all medical disciplines.

Formal medical audit in the Department is in operation.

## **CLINICAL GOVERNANCE**

The NHS Executive has defined Clinical Governance as:

“A framework through which NHS organisations are accountable for continuously improving the quality of their services and safeguarding high standards of care by creating an environment in which excellence in clinical care will flourish”

In line with Government requirements, the Trust has established a Clinical Governance Committee. The Chief Executive is the accountable officer and the lead is the Director of Nursing, who is responsible for ensuring that systems for clinical governance are in place and monitoring their continued effectiveness.

As part of the requirements of clinical governance, the Trust's Committee is ensuring that all hospital doctors participate in audit programmes, including, where appropriate, specialty and sub-specialty national audit programmes.

Procedures are in place for all professional groups to identify and remedy poor performance, including critical incident reporting, professional performance and supporting staff to report any concerns they may have about colleagues' professional conduct and performance.

## **CONDITIONS OF SERVICE**

National terms and conditions of service (Consultants (England) 2003) cover the post.

This post is open to applications to candidates who wish to work less than full time or would like a job share.

Residence within either 10 miles of, or thirty minutes by road (e.g. from RUH) is a requirement of this post.

This post is subject to an Exception Order under the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974.

The post is subject to pre-employment checks such as Disclosure and Barring Service, Occupational Health, Visa clearance (where applicable) and satisfactory references.

You are required to be registered with the General Medical Council with a licence to practice/General Dental Council throughout the duration of your employment and to comply with and abide by the relevant code of professional practice, as appropriate.

### **Annual Leave**

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6 weeks and two days per annum pro-rata to be approved by the Clinical Lead. Requests should be submitted at least six weeks before leave is required. Requests for annual

leave over three weeks should be submitted three months before leave is required. Up to 5 annual leave days may be carried over from one leave year if relevant to the next with the agreement of the Clinical Lead.

## **Study and Professional Leave**

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Study and professional leave of up to 30 days, including off duty days within the leave period, in any three years is available in line with the Trust's Study/Professional Leave Policy for Consultants, Associate Specialists, Specialists, Specialty Doctors and Staff Grade Doctors. Leave will only be given where it has been formally approved by the Clinical Lead. A minimum of eight weeks notice is required for any request.

The allocation of study leave is discussed at the annual appraisal. Leave requests, and any associated expenses, must be approved by the Surgical Division in line with Trust policy.

## **Canvassing**

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Candidates should note that canvassing any member of the Advisory Appointments Committee or the RUH NHS Trust will result in their being disqualified (see Statutory Instrument 1983 No 276 para 8,1,b).

## **Policies and Procedures**

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The post holder is required to familiarise themselves with all Trust policies and procedures and to comply with these at all times. Failure to comply with any of these policies may result in disciplinary action up to and including dismissal.

## **Confidentiality and Data Protection**

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The post holder must maintain the confidentiality of information about patients, staff and other health service business and meet the requirements of the Data Protection Act (1998) at all times. The post holder must comply with all Trust Information and Data Protection policies at all times. The work of an NHS acute Trust is of a confidential nature and any information gained by the post holder in their role must not be communicated to other persons except where required in the recognised course of duty. Failure to comply with any of these policies may result in disciplinary action up to and including dismissal.

## **No Smoking**

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The Royal United Hospital, Bath NHS Trust is a Smoke Free hospital and site and all Trust staff are not permitted to smoke on any part of the site at any time. Failure to comply with this policy is likely to result in disciplinary action up to and including dismissal.

## **Equality and Diversity**

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The Trust has adopted a Managing Staff Diversity Strategy & Policy covering all of its staff and it is the responsibility of all Trust staff to comply with these requirements at all times. The key responsibilities for staff under this Strategy and Policy are set out in the Trust Code of Expectations for Employees. Failure to comply with these policies may result in disciplinary action up to and including dismissal.

## **Safeguarding Children & Adults**

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All Trust staff have a responsibility to safeguard adults & children which includes an understanding of the relevant Trust & Local Safeguarding Adults & Children's Board Policies.

## **Conflict of Interest**

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All Trust staff are required to identify and report any potential conflict of interest in line with the Trust Code of Expectations of Employees and other Trust policies.

# **Person Specification**

## **Consultant Medical Microbiologist**

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<p>Full and Specialist Registration with a current license to practice with the GMC or eligible for registration within six months of interview</p> <p>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.</p> <p>Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</p> <p>Evidence of continuing medical education (existing consultants must be able to demonstrate active participation in a recognised CPD scheme)</p>	<p>A good record of peer-reviewed publications</p> <p>Relevant managerial qualifications and/or experience</p> <p>MRCP or equivalent research degree (MD or PhD)</p> <p>DTM&amp;H or other relevant qualification</p>
<b>Clinical Experience</b>	<p>Clinical training and experience equivalent to that required for gaining UK CCT in Clinical Microbiology (plus or minus Infectious Diseases) including experience in Antimicrobial Stewardship and Infection Control</p> <p>Ability to foster and promote the delivery of the clinical diagnostic services of the laboratory</p>	<p>Experience in the provision of multi-disciplinary team meetings and Infection consults</p>
<b>Management and Administrative experience</b>	<p>Excellent communication skills</p> <p>Good organisational skills</p>	<p>Managerial skills, team leadership</p>

	Good writing and presentation skills	Experience of quality improvement or service development
<b>Teaching and Training Experience</b>	Active interest in teaching and training	Experience in training both medical and non-medical staff at both undergraduate and postgraduate level
<b>Audit and Research Experience</b>	<p>Experience in, and good understanding of clinical audit</p> <p>Ability to apply research outcomes to clinical and Microbiological scenarios</p>	<p>Active interest in research and developments in Medical Microbiology</p> <p>Demonstrated research and development experience and capability</p>
<b>Personal Attributes</b>	<p>Good interpersonal skills with the ability to work well in a team.</p> <p>Maintain good relations with colleagues both within and outside the Microbiology department.</p> <p>Critical approach to work</p> <p>Caring attitude to patients</p> <p>Conscientious and diligent.</p> <p>Calm under pressure.</p> <p>Evidence of adaptability, flexibility, creativity</p> <p>Prepared to travel to work at other sites necessitated by the role.</p>	Full driving licence

