

## CONSULTANT in Oncoplastic Breast Surgery

### Job Description

#### Trust Profile

##### About us

At Sandwell and West Birmingham NHS Trust everyone matters, and our patients matter most. As one of the largest provider organisations in the NHS, with an annual income of over £630 million, we employ over 7,000 colleagues. The Trust provides community and acute services to nearly 700,000 people in an urban centre that demands massive regeneration and has substantial premature mortality.

We do many things well; the Trust has won awards for staff wellbeing and sustainability, and we have recently adopted the Fundamentals of Care framework which is part of the Trust's strategic objective for patients and supports building better care and experience for both patients and colleagues. This approach is about everyone in our organisation working together to deliver high quality care. We all play a part in how care is delivered, regardless of the role we do.

The Trust is an education provider of note and is looking to grow further our research portfolio on a multi-national basis.

##### Our organisation

We provide services from two main acute sites: the City Hospital on Birmingham's Dudley Road site and from Sandwell General Hospital in West Bromwich, and from our intermediate care hubs at Rowley Regis and at Leasowes in Smethwick. The Trust includes the Birmingham and Midland Eye Centre (BMEC a supra-regional eye hospital), the regional specialist centre for Sickle Cell and Thalassaemia 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 ED at BMEC.

##### Our Vision and Strategic Plans

Our new acute hospital, the Midland Metropolitan University Hospital (MMUH), opens in 2024 and will provide care to our local population from first class, purpose-built premises. The development of the new hospital will play an important role in the regeneration of the wider area and in improving the lives of local people and reducing health inequalities.

Our future strategic objectives will take account of the context of integrated care system and integrated care place development and the national plans for the NHS in England.

They will also reflect the needs of the organisation in terms of restoration and recovery, as well as our key priority, to deliver the Midland Metropolitan University Hospital.

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

## **Values**

We have developed a new set of values and are currently working with colleagues across the Trust to agree the behavioural framework to go alongside these.

- Ambition
- Respect
- Compassion

## **HS Trust**

Investing in the future

Serving a community of nearly 700,000 people, our ambition to be renowned as the best integrated care organisation in the UK is an ambitious one. We manage four GP practices and have one of the largest UK sub contracted community portfolios. Through place based redesign, we will concentrate on the first and last 1000 days of life over the next few years. We are forming governance structures to oversee this with an independent Chair already appointed.

Our public health ambitions and long term provider to provider arrangements with some significant primary care businesses give us the opportunity to redesign care pathways in both planned and urgent care this year.

We deployed a new electronic patient record in 2019 and have an ambitious digital road map that will put us as leaders in digital healthcare delivery.

## **Midland Metropolitan University Hospital**

A community of half a million is eagerly anticipating the brand new Midland Metropolitan University Hospital.

The opening 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, Midland Metropolitan University Hospital 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 outpatient 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.

This means that our acute care offer will be enhanced by the opening of the new hospital, which will enable workforce development and planning for consultant-led seven day services bringing two acute sites into a single state-of-the-art hospital. Consequently, the new hospital is an exciting prospect for those who wish to join our organisation to redesign pathways and lead the Trust in delivering transformed services in the new setting.

For more information about the new hospital, please visit <https://www.swbh.nhs.uk/midland-metropolitan-university-hospital/>

#### Organisation Structure

The Trust Board comprises seven Non-Executive Directors and seven Executive Directors, including the Chief Executive Officer, five of whom are voting directors.

<b>Sir David Nicholson</b>	Chairman
<b>Richard Beeken</b>	Chief Executive
<b>Johanne Newens</b>	Chief Operating Officer
<b>Dr Mark Anderson</b>	Chief Medical Officer
<b>Mel Roberts</b>	Chief Nursing officer
<b>Dinah Mclannahan</b>	Chief Finance Officer
<b>Kam Dhami</b>	Chief Governance Officer (Non-voting)
<b>James Fleet</b>	Chief People Officer (Interim covering Frieza Mahmood)

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

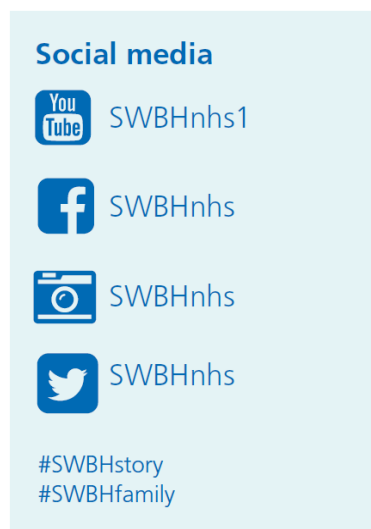
<b>Daren Fradgley;</b>	Chief Integration Officer
<b>Martin Sadler;</b>	Executive Director of IT and Digital
<b>Vacancy;</b>	Executive Director of Communications
<b>Rachel Barlow;</b>	Chief Development Officer
<b>David Baker;</b>	Chief Strategy Officer

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

## The story of our Trust

You can find out what makes us tick by looking at our website [www.swbh.nhs.uk](http://www.swbh.nhs.uk) and our social media channels where you will see some of the following content:



[Sandwell & West Birmingham NHS Trust - YouTube](#)

[SWB NHS Trust \(@SWBHnhs\) / Twitter](#)

[SWB NHS Trust \(@SWBHnhs\) / Twitter](#)

[#SWBHstory - Twitter Search / Twitter](#)

## GENERAL DESCRIPTION OF THE POST

A substantive post has arisen for a Consultant Oncoplastic Breast Surgeon. The appointee will replace an existing Consultant Oncoplastic Surgeon. The new appointee will be part of the Breast Surgery Team and involved in the whole patient pathway. We are ideally looking for an Oncoplastic Breast Surgeon who is confident in providing a wide range of Oncoplastic procedures and who may bring new skills to compliment the unit. The successful applicant will become part of a team of 5 Consultant Breast Surgeons, 5 Consultant Breast Radiologists and 3 Consultant Breast Radiographers.

The department is complemented by 6 breast care nurses, 1 Deanery trainee, a Trust Grade, and 2 Oncoplastic Fellows. There is also a Surgical Care Practitioner who is trained to do minor surgical procedures and see new and follow-up breast patients in the clinic. The breast team at SWBH works flexibly as a team and on an annualised contract. All outpatient clinics and theatre lists have colleague cover built in and the successful applicant will be expected to be part of a team delivering breast services rather than have fixed commitments.

The breast unit at Sandwell and West Birmingham NHS Trust is the hub for the SWBH breast screening unit serving a screening population of over 170000 women across the North and West of the region. The unit is actively involved with Clinical Trials and research and has established links with the University of Birmingham and University Hospitals Birmingham.

## Facilities and Resources of the Breast Surgery Department

### The Department:

The Breast Unit is based at the Birmingham Treatment Centre which is the main ambulatory care centre for Sandwell and West Birmingham NHS Trust. This is a purpose built facility with Breast Surgery, Imaging, and nursing are all housed in this building adjacent to each other.

The patients undergoing surgical procedures are admitted as day cases in the Adult Surgical Unit in the Birmingham Treatment Centre. Nuclear Medicine Department is based on the same site in the main spine of the hospital and injection for sentinel node biopsy is carried out in the Breast Unit on the day of surgery. Almost all the breast surgery is done as a day case procedure and the newly appointed Consultant will be expected to follow this practice.

The combined annual workload is more than 5500 new referrals per year with approximately 500 newly diagnosed breast cancers treated per year. We aim to offer oncoplastic breast surgery wherever appropriate and possible and our breast conservation rate is higher than the national average and mastectomy rate for the same reason is lower than average.

Within the Trust the Breast Unit has won a prestigious Beacon Service award. Nationally we were previous winners of the HSJ Efficiency award. We pride ourselves on excellent team working and had this recognised nationally by being a previous Nursing Times Team of the Year finalist. We were pioneers of the day case mastectomy pathway which subsequently became a national standard for best practice.

#### **The Breast Team:**

Mr Mehboob Mirza Clinical Lead /Consultant Breast Surgeon

Miss Fiona Hoar Consultant Breast Surgeon

Mr Martin Sintler Consultant Breast Surgeon

Mrs Geeta Shetty Consultant Oncoplastic Breast Surgeon

Miss Javeria Iqbal Consultant Oncoplastic Breast Surgeon

Ms Simerjit Rai, Consultant Nurse -Breast

Dr Ian Rea, Trust Specialist doctor in Breast surgery

The post will be based Birmingham Treatment centre at City Hospital site. The centre has radiology, pathology and theatre suites that accommodate all breast surgery. The centre has a 23hrs stay facility. The treatment centre will remain as a hub for the newly opened Midlands Metropolitan Hospital, due to be functional end of 2024. The appointee will have access and admitting rights at the new Hospital for any inpatient or urgent work.

### **Facilities and Resources of the Breast Surgery Department**

#### **PROPOSED WORK PROGRAMME**

##### **Breast Surgeon activity**

Rapid access new patient clinics (The unit follows a template of two consultant streams in the new patient clinic and the weekly schedule is available on Medi Rota app)

Follow-up/ results clinics designated for each consultant.

Oncoplastic Clinics occur weekly for each oncoplastic surgeon.

Weekly NHSBSP breast screening results clinics x2weekly- this could involve more than one consultant at a time.

Weekly Multi-Disciplinary Team (MDT) meeting with separate symptomatic and screening MDT.

A Consultant for the week on rotational basis is responsible for responding to urgent queries, flagged imaging and Advice& Guidance to GP

Additionally, there are Breast Referral Triage clinic/ 2 weekly pain clinic/ family history clinic.

Increased referrals may result in evening waiting list initiative clinics paid separately.

**Breast Imaging:** The breast imaging team consists of 5 Consultant Radiologists. In addition, there are 4 Consultant Radiographers who perform film reading and ultrasound scans, and are fully trained to do interventional procedures i.e. guided core biopsies, insertion of RFID Tags or wires and vacuum-assisted biopsies.

The working week for a full-time consultant is comprised of 10 programmed activities (PAs) each of which has a nominal timetable value of 4 hours. Programmed activities that take place outside the hours of 7am and 7pm Monday and Friday or at weekends or on public holidays will have a timetable value of three hours rather than four.

A job plan and work schedule will set out agreed arrangements for how work is organised, where it is located, what in general terms the work comprises and when it is to be performed.

For this post **direct clinical care** (work relating directly to the prevention, diagnosis or treatment of illness breast cancer and related breast conditions, outpatient activities, Theatre sessions, specialist clinic including family history & oncoplastic, multi-disciplinary meetings, administration directly related to the above. 1 PA are allocated to patient related admin work including results/imaging acknowledgments, responding to rhapsody alert imaging, advice and guidance, patient related queries including correspondence and triage. There is no on call or weekend commitment for this post. The work is Monday to Friday equivalent to 40 hours a week. The DCC activity carries 7.5 PA in addition to the supporting activity.

**Supporting professional activities** (that underpin direct clinical care), include participation in training, medical education, continuous professional development, formal teaching, audit, clinical management and local clinical governance activities. Supporting Professional Activities are an essential part of the work of a doctor and the organisation is fully committed to supporting and paying for this work. A typical consultant is likely to require a minimum of **1.5** PAs for supporting professional activities to cover Continuous Professional Development (CPD). Any additional roles including formal teaching roles (College tutor & Educational supervisor), research, audit and QIHD lead roles are reimbursed separately. If there is no defined area of responsibility in SPA time then the 1 PA will be converted to DCC activity. The divisional average for full time consultants must remain 2.5Pas for the SPA activity.

PROPOSE JOB SCHEDULE: The typical working week will look as follows:

Day	Time	Location	Work	Category of PA	No of PAs
Monday	8-12 pm	BTC Theatres	Theatre	DCC	1
	1-5 pm	BTC Theatres	Theatre	DCC	1
Tuesday	9- 1 pm	Breast unit	RABC	DCC	1
	1-5 pm	BTC	Admin	DCC	1
Wednesday	9-1 pm	BTC	SPA	SPA	1
	1-2 pm	Breast unit BTC	Screening MDM	DCC	0.25
	2-4 pm	BTC	SPA	SPA	0.5
Thursday	9-11 pm	Breast unit BTC	Screening clinic	DCC	0.5
	11.30-2 pm	BTC	MDM	DCC	0.75
	2-5pm	Breast Unit BTC	Oncoplastic clinic	DCC	1
Friday	9-1 pm	Breast unit BTC	Results Clinic	DCC	1
	1-5 pm	BTC	SPA	SPA	1**
Saturday					
Sunday					
Additional agreed activity to be worked flexibly					NA
Predictable emergency work					0.0
Unpredictable emergency on call work					NA
Total Direct Clinical care					7.5
Supporting Professional activities (CPD & General SPA)					1.5
Supporting Professional activities (in defined areas of responsibility)					1.0
Total other NHS responsibilities					NA
Total external activities					NA
Total travelling time					NA
Total Programmed activity					10

**\*\* If there is no defined area of responsibility in SPA time then the 1 PA will be converted to DCC activity. The divisional average for full time consultants must remain 2.5PAs for the SPA activity.**

Total Job plan 10PA

There is no on call commitment for the post.

There may be opportunity for the postholder to undertake additional Programmed Activities. This would be discussed and agreed with the post holder following appointment and an appraisal at 12 months or at PDR meeting. This will need to be discussed and agreed with the relevant Clinical Director and Group Director.

The Trust has developed a Consultant Leadership Programme and mentoring for new consultants can be arranged as appropriate.

The Trust is committed to supporting their consultants to achieve GMC revalidation. The Trust uses an electronic medical appraisal portfolio (PReP) that helps consultants provide the necessary evidence for GMC revalidation.

## **CONSULTANT OFFICE AND SECRETARIAL SUPPORT**

There is office accommodation for all consultants in a shared room separate from the main department. There is secretarial support for this post (Insert wte). (Amend as applicable).

## **KEY DUTIES OF THE POST**

1. To collaborate and work to maintain Breast surgery services in line with strategic requirements.
2. To provide, with the other Consultants in the specialty, routine and emergency Breast surgery services to the Trust, operating a system of mutual out-of-hours cover, and cover for annual, study and professional leave.
3. To provide a consultation and advisory service to medical colleagues in other specialties in the Trust
4. To develop a special interest to complement those of the existing Consultants in the Breast surgery in accordance with the priorities of the Trust.
5. To develop appropriate services and techniques required to fulfil clinical needs, within available resources.
6. To take responsibility for the professional supervision and appraisal of junior medical staff, in conjunction with colleagues.
7. To participate in the education and training of junior doctors, medical students, nurses, paramedics and general practitioners.
8. To participate in the training and assessment of specialist registrars rotating through the department. The post holder may also be responsible for teaching and assessment of fellows in Oncoplastic surgery. In some cases, support and direction for alternate career pathway with CESR route.



9. To liaise with medical staff in other specialties and participate in clinical meetings and postgraduate activities in the Trust.
10. To maintain and develop good communications with general practitioners.
11. To participate in research in accordance with priorities agreed within the Clinical Groups and the Trust within available resources.
12. To contribute to the development of Breast services, treatment guidelines and the promotion of greater knowledge of the management of Breast conditions in primary care.
13. To demonstrate a firm commitment to the principles of clinical governance, including:
  - Developing and maintaining appropriate systems and practice to ensure effective clinical audit Breast surgery attending and contributing to the Trust's Clinical Governance Programme.
  - Participating in the Trust's Clinical Incident Reporting system.
  - Developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service, as agreed with the Clinical Director and Group Director and in accordance with the Royal College requirements. The Trust will provide the necessary support for this.

## CLINICAL MANAGEMENT STRUCTURE

The clinical management structure is made up of 5 clinical groups as shown below:

### CLINICAL GROUPS

<b>Imaging</b> Breast Screening Diagnostic Radiology Histopathology Interventional Radiology Microbiology Nuclear Medicine	<b>Medicine &amp; Emergency Care</b> Acute Medicine Cardiology Clinical Pharmacology & Toxicology Elderly Care/ Geriatric Medicine & Rehabilitation Emergency Medicine Gastroenterology Haematology & Oncology Neurology & Neurophysiology RAID Renal Medicine Respiratory Medicine Stroke
<b>Primary Care, Community &amp; Therapies</b> Chemical Pathology/ Biochemistry Clinical Immunology Dermatology Diabetes and Endocrinology Palliative Medicine Rheumatology Sexual Health	<b>Surgical Services</b> Anaesthetics Clinical Ophthalmology Critical care Clinical Ophthalmology Endocrine Surgery ENT & Audiology Gastrointestinal Surgery Oral, Maxillo-Facial & Dental Cancer Services Plastic Surgery Trauma & Orthopaedics Urology Vascular & General Surgery
<b>Women &amp; Child Health</b> Breast Surgery Gynaecology Gynaecological Oncology Neonatology Obstetrics Paediatric Medicine (Acute & Community)	

The top tier of management for each clinical group consists of a Group Director, Group Director of Nursing and a Group Director of Operations. A Clinical Directorate structure is in place and each specialty has a Clinical Director. Sub-divisional management structures

vary depending on the particular needs of the division. Named nursing, HR and finance specialists support the clinical group management teams.

Breast surgery sits within Women & Child Health Directorate.

The Group Director is Professor Nick Makwana MD  
Honorary Professor (Institute of Clinical Sciences), University of Birmingham  
Consultant Paediatrician (Paediatric Allergy), Department of Child Health, Sandwell and West Birmingham NHS Trust, Paediatric MBChB Curriculum Lead, University of Birmingham  
Chair Paediatric Allergy Committee, BSACI

The Deputy group Director of Operations:  
Ms Samantha Beck  
DGM Gynae, Gynae Oncology and Breast  
Deputy Group Director of Operations Women and Child Health  
System Operational Lead for Breast

The Clinical Director is Dr Abha Sinha MD, FRCOG  
Consultant Obstetrician Gynaecologist  
Clinical Director Gynaecology and Gynae-Oncology  
Sandwell and West Birmingham NHS Trust  
abhasinha1@nhs.net

## **GENERAL INFORMATION**

### **Library & Information Services**

The two multi-disciplinary libraries at City and Sandwell Hospitals include a large IT section, with access to all standard databases, together with Internet access. There are also slide and video programmes and interactive facilities. 24-hour access is available to all medical staff.

### **Research**

The appointee will be encouraged to undertake appropriate research. Clinical and laboratory facilities and support, including statistical advice, are provided within the Trust and at the University of Birmingham sub-units on the City Hospital Site.

All research undertaken by consultants should conform to the rules of Good Research Governance and all research projects involving patients or their records (including those originating elsewhere) must have approval from the Research Ethics Committee and Research and Development Directorate.

### **Teaching**

The post holder will be required to participate fully in the education and training of medical students, trainee doctors, paramedical, nursing and other appropriate personnel.

An appointment as an Honorary Senior Clinical Lecturer of the University of Birmingham is routinely sought, and a number of our consultants do hold such posts. Postgraduate

teaching of the junior staff is significant, and the appointee will be required to contribute to the outstanding reputation of City and Sandwell Hospitals as leading teaching hospitals of the West Midlands.

There are modern Education Centres on the City and Sandwell Hospital sites, which are the focal point for teaching and training. Postgraduate clinical meetings are held in the Centre on a daily basis.

### **Prescribing & Therapeutics**

The Trust encourages the safe and rational use of medicines. The Drug & Therapeutics Committee (DTC) oversees prescribing and therapeutics in the Trust. The Committee determines which drugs are available for prescribing within the Trust, and whether the prescribing of a specific drug should be restricted in any way. Consultants may apply to the DTC for drugs to be made available within the Trust. They may use drugs not previously approved by DTC, but only for a specific patient, and only after they have discussed and agreed the use with an officer of DTC or with the Medical Director.

### **Safeguarding – Children/Young People and Vulnerable Adults**

Every employee has a responsibility to ensure the safeguarding of children and vulnerable adults at all times and must report any concerns immediately as made clear in the Trust's Safeguarding Policies.

### **Infection Prevention and Control**

The Trust is committed to reducing the risk of health care acquired infection. Accordingly it is essential that you adhere to all Trust infection control policies, procedures and protocols (to include hand decontamination, correct use of PPE (Personal Protective Equipment) and care and management of patients with communicable infections). You are required to report any breaches/concerns promptly using the Trust's incident reporting system.

## **GENERAL CONDITIONS OF SERVICE**

1. The post is covered by the Terms and Conditions of Service for Consultants (England) 2003, as amended from time to time.
2. The appointment is subject to satisfactory Occupational Health and Disclosure and Barring Service check (formerly Criminal Records Bureau check).
3. A relocation package is offered, where appropriate, in accordance with the Trust's Removal Expenses Policy.
4. The successful candidate will be expected to reside within a reasonable distance from their base hospital.
5. Any candidate who is unable for personal reasons to work whole-time will be eligible to be considered for the post; if such a person is subsequently appointed, modifications to the job plan will be discussed on a personal basis in consultation with consultant colleagues and the Medical Director.

6. The postholder must be included on the General Medical Council's Specialist Register in General surgery
7. It is the responsibility of all medical staff to ensure that they are appropriately registered with the General Medical Council. If registration lapses employment may be terminated.
8. All employees are expected to comply with appropriate Trust policies and procedures.

**VISITS TO THE TRUST AND INFORMAL ENQUIRIES ARE WELCOMED.**

**PLEASE CONTACT:**

The Deputy group Director of Operations  
Ms Samantha Beck  
DGM Gynae, Gynae Oncology and Breast  
Deputy Group Director of Operations Women and Child Health  
System Operational Lead for Breast

Clinical Director  
Dr Abha Sinha MD, FRCOG  
Consultant Obstetrician Gynaecologist  
Clinical Director Gynaecology and Gynae-Oncology  
Sandwell and West Birmingham NHS Trust  
abhasinha1@nhs.net

Clinical Lead Breast Surgery  
Mr M Mirza  
MBBS (Dow); FRCS (Edin): FRCS Gen Surgery; M Med Sci (Keele)  
Consultant Breast & General Surgeon  
Clinical Lead Breast Surgery  
Sandwell & West Birmingham Hospitals NHS Trust

Secretary: Debbie Plant <debbieplant@nhs.net>

# CONSULTANT in Oncoplastic Breast Surgery

## Person Specification

<b>CRITERIA FOR SELECTION</b> <small>(Justifiable as necessary for safe and effective performance)</small>	<b>ESSENTIAL REQUIREMENTS</b> <small>(A clear definition for the necessary criteria)</small>	<b>DESIRABLE/ADDITIONAL REQUIREMENTS</b> <small>(Where available, elements that contribute to improved/immediate performance in the job)</small>
<b>Qualifications:</b>	<ul style="list-style-type: none"> <li>The candidate should be on the GMC Specialist Register, or within 6 months of obtaining this from the date of the interview</li> <li>FRCS or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>Higher Degree</li> <li>Candidates with FRCS plastic surgery with TIG fellowship in Oncoplastic Breast surgery</li> </ul>
<b>Clinical Experience:</b>	<ul style="list-style-type: none"> <li>Clinical training and experience equivalent to that required for gaining CCT in General surgery &amp; Breast Surgery. Ability to take full and independent responsibility for the management of acute medical emergencies</li> <li>Ability to take full and independent responsibility for the care of patients</li> </ul>	<ul style="list-style-type: none"> <li>Special interest that complements the existing consultants</li> </ul>
<b>Professional and Multi-disciplinary team working:</b>	<ul style="list-style-type: none"> <li>Ability to work well with colleagues and within a team</li> </ul>	
<b>Management and Administrative Experience:</b>	<ul style="list-style-type: none"> <li>Ability to organise and prioritise workload effectively</li> <li>Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures.</li> <li>Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives.</li> </ul>	
<b>Clinical Effectiveness</b>	<ul style="list-style-type: none"> <li>Experience of conducting clinical audit</li> <li>Ability to use the evidence base and clinical audit to support decision-making</li> </ul>	
<b>Teaching and Training experience:</b>	<ul style="list-style-type: none"> <li>Ability to teach clinical skills to medical and nursing staff and other disciplines.</li> <li>The ability to appraise junior doctors and other staff.</li> </ul>	<ul style="list-style-type: none"> <li>Formal training in teaching</li> </ul>

<b>Research, Innovation and Service Improvement Experience:</b>	<ul style="list-style-type: none"> <li>• Ability to apply research outcomes to clinical problems</li> <li>• An awareness of current specialty developments, initiatives and issues.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge and experience of the application of information technology to Breast and Oncoplastic Breast surgery. Publications in relevant peer-reviewed journals in the last five years.</li> <li>• Evidence of having undertaken original research</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Energy and enthusiasm and the ability to work under pressure</li> <li>• An enquiring and critical approach to work</li> <li>• Caring attitude to patients</li> <li>• Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses, other staff and agencies.</li> <li>• Commitment to Continuing Medical Education and Professional Development</li> </ul>	
<b>Other Requirements:</b>	<ul style="list-style-type: none"> <li>• Full GMC Registration with Licence to Practise</li> <li>• Appropriate Immigration Status (where appropriate)</li> <li>• An understanding of the current NHS environment, particularly in relation to reforms, initiatives and issues.</li> </ul>	
<b>Personal Circumstances</b>	<ul style="list-style-type: none"> <li>• Residence within a reasonable distance of City Hospital</li> <li>• Ability to undertake clinical commitments at any of the Trust's sites.</li> </ul>	

**Approved by: Lucy Davies.....(name) 18/4/2024.... (date)**  
 Royal College Regional Adviser