

# Recruitment information pack



## FAST FORWARD YOUR CAREER

BE PART OF A SUPPORTIVE TEAM

WORK ALONGSIDE WORLD LEADING EXPERTS



## RESEARCH OPPORTUNITIES

SUPPORTIVE AND COMMITTED SUPERVISORS

EXPERIENCE LATEST TECHNOLOGIES AND THERAPIES

# WHO WE ARE

Join Imperial College Healthcare and become part of a community of 12,000 staff working with a wide range of partners to offer 'better health, for life'.

Formed in 2007, we are one of the largest NHS trusts in the country – providing acute and specialist care to over a million patients each year in central and north London and beyond.

With a global reputation for ground-breaking research and innovation as well as excellence in education, we offer huge expertise across a wide range of clinical specialities.

Alongside our five hospitals – Charing Cross, Hammersmith, Queen Charlotte's & Chelsea, St Mary's and the Western Eye – we have a growing number of community and digital services, reflecting our commitment to developing more integrated care with our partners. We also provide private healthcare at all of our hospitals (in dedicated facilities).

Together with Imperial College London and two other NHS trusts, we form one of six academic health science centres in the UK – focussed on translating research into better patient care. We also host one of 20 National Institute for Health Research biomedical research centres in partnership with Imperial College London.

Our mission is to be a key partner in our local health system and to drive health and healthcare innovation, delivering outstanding care, education and research with local, national and worldwide impact.

## Imperial College Academic Health Science Centre (AHSC)

The Imperial College Academic Health Science Centre (AHSC) is a partnership between our Trust, Imperial College London, The Institute of Cancer Research (ICR), Royal Brompton & Harefield NHS Foundation Trust and The Royal Marsden NHS Foundation Trust. The partnership aims to improve the health and wellbeing of patients and populations by translating research discoveries into new therapies and techniques as rapidly as possible.

Our AHSC is focussed on preventing disease wherever possible, detecting and diagnosing diseases earlier, and developing targeted treatments for all diagnosed conditions. By working together as partners, we capitalise on the academic strengths of Imperial College London, combined with the clinical capabilities and critical mass of the NHS.

As an AHSC, all of our staff are actively encouraged to become involved with education and research alongside their clinical role. We review job plans every year and there is the potential to build in dedicated programmed activities (PAs) for education, training or research.

## Imperial College London

Imperial College London is one of the world's leading universities. The College's 17,000 students and 8,000 staff are expanding the frontiers of knowledge in science, medicine, engineering and business, and translating their discoveries into benefits for our society.

Founded in 1907, Imperial builds on a distinguished past – having pioneered penicillin, holography and fibre optics – to shape the future. Imperial researchers work across disciplines to improve health and wellbeing, understand the natural world, engineer novel solutions and lead the data revolution. This blend of academic excellence and its real-world

application feeds into Imperial's exceptional learning environment, where students participate in research to push the limits of their degrees.

## OUR VALUES AND BEHAVIOURS

With our staff and partners, we have developed a clear and ambitious vision as well as a set of core values that shape everything we do. Together they guide our organisational strategy and our behaviours framework:

- **Kind:** we are considerate and thoughtful so everyone feels valued, respected and included
- **Collaborative:** We actively seek others' views and ideas so we can achieve more together
- **Expert:** We draw on diverse skills, knowledge and experience so we provide the best possible care
- **Aspirational:** We are receptive and responsive to new thinking, so we never stop learning, discovering and improving

## OUR HOSPITALS

### Our hospitals and services

We have five hospitals on four sites, as well as a growing number of community and digital services across central and west London:

#### **Charing Cross Hospital, Hammersmith**

Charing Cross Hospital offers outstanding day surgery and cancer care, award-winning dementia services and medicine for the elderly, and is a renowned tertiary centre for neurosurgery with a hyper-acute stroke unit. It is also a hub for integrated care in partnership with local GPs and community providers.

#### **Hammersmith Hospital, Acton**

Hammersmith Hospital is a specialist hospital renowned for its strong research connections and haematology service. It is home to a dedicated heart attack centre and Europe's largest renal transplant centre.

#### **Queen Charlotte's & Chelsea Hospital, Acton**

Queen Charlotte's & Chelsea Hospital is a maternity, women's and neonatal care hospital. It is a tertiary referral centre and looks after women with high-risk, complicated pregnancies, as providing a midwife-led birth centre.

#### **St Mary's Hospital, Paddington**

St Mary's Hospital is a large, acute hospital and hosts one of the four major trauma centres in London, alongside a 24-hour A&E department. With one of the most renowned paediatric services in the country, St Mary's is also home to Imperial Private Healthcare's Lindo Wing.

#### **Western Eye, Marylebone**

The Western Eye Hospital is a specialist hub for ophthalmic services in West London with a 24/7 eye A&E – providing emergency treatment for both adults and children. Facilities include: outpatients, inpatients, day case and emergency services.

**Reach your potential in hospitals that make history**

Charing Cross | Hammersmith | St Mary's |  
Queen Charlotte's & Chelsea | Western Eye

# WHY JOIN US?

## Reach your potential through outstanding learning and development opportunities

Every year we welcome hundreds of doctors, nurses and other healthcare professionals to train with us. We support staff to pursue formal education, conduct research and take part in courses, seminars and training programmes – including giving study leave. Wherever you are in your career, we offer opportunities for continuing professional development (CPD). If you are starting in an entry-level role, we also offer NVQ level two and level three qualifications. We also have a number of leadership development programmes to support you as you progress, alongside cross-specialty and cross-profession clinical education.

## Experience the rich heritage of hospitals that have made history

Some of our clinicians' achievements continue to transform healthcare practice and make a lasting impact on the world. In 1928, Alexander Fleming discovered the antibiotic penicillin at St Mary's revolutionising medicine and earning himself a Nobel prize – this is just one in a long line of many discoveries and developments that have put us on the map as at the forefront of innovation.

## Draw on huge expertise as part of a strong international community

Get ready to work with colleagues from all over the world with a sense of community, wellbeing and shared endeavour. We look after children, adolescents and adults – caring for tiny babies through to patients who need end of life care. We have a global reputation for our expertise in areas like: cardiology, haematology, renal and transplantation, infectious diseases, neurology and trauma care – to name just a few. We are part of the prestigious [Shelford Group](#) – the top ten NHS multi-specialty academic healthcare organisations dedicated to excellence in research, education and patient care.

## Feel supported by a positive culture

You can expect leadership and the chance to do your best in an open, respectful working environment supported by a shared set of values. Our leadership team ensure they are accessible – meeting staff at monthly CEO sessions and on ward walk rounds. Every employee has an annual personal development review to discuss their progress and development needs. We have a number of thriving staff networks at the Trust for you to join including: the leadership network; the women's network, the LGBT+ network and the nursing and midwifery BAME network.

## Recognition and career progression

We value our staff and recognise the unique contributions they make to their patients and colleagues with our Make a Difference recognition scheme and annual awards ceremony. We encourage patients, members of the public, visitors, carers as well as colleagues to nominate our staff when they go the extra mile and celebrate the dedication of long-serving staff. Every year you'll have a personal development review where you'll identify objectives and development needs for the next year. Together you and your manager will establish a plan to help you fast-forward your career and gain the experience and skill you need to progress to the next level.

## **Conduct research here**

Our clinicians work alongside biomedical scientists, chemists, physicists and engineers from Imperial College London to develop new ways of diagnosing, treating and preventing disease. As part of an academic health science centre, we aim to apply research discoveries to healthcare as quickly as possible so we can improve the lives of NHS patients and populations around the world. Our culture is about identifying research opportunities and supporting our staff to pursue them. One of our goals is to encourage many more healthcare professionals outside of medicine to pursue academic careers by providing research skills training sessions, grant-writing support and access to fellowship opportunities. As of 2018/19 we have 600 active research projects.

## **Access brilliant benefits and enjoy a new social life**

Join the NHS pension scheme – one of the most generous schemes in the UK. Have the opportunity to work flexibly. Benefit from on-site accommodation and employee travel. Voluntary benefits include: season ticket loan, on-site nurseries, childcare vouchers, cycle to work scheme, fitness facilities and well-being initiatives including yoga and meditation classes. Join the Trust's choir or orchestra, running club or football club, or become a member of the Charity's Arts Club to receive exclusive access to free exhibitions at the Tate Modern and shows. You can even enter the Royal Albert Hall ballot and win tickets to music events! Experience the best that London can offer on your doorstep – benefit from generous London weighting supplements that will help you make the most of it!

# JOB DESCRIPTION

Job title	Subspecialty trainee in Maternal and Fetal Medicine
Directorate/ department	Directorate of Maternity
Division	Women's and Clinical Support
Main site of activity	St Mary's Hospital / King's College Hospital
Responsible to	Miss Muna Noori, Clinical Director
Accountable to	Dr Amrish Mehta, Divisional Director Women's and Clinical Support
On call (to include frequency and details of supplements)	1:9

## 1. Background to the post

This unique sub-specialty training post is split equally between St Mary's and King's College Hospitals. Maternal medicine training will predominantly be undertaken at St Mary's / Queen Charlotte's Hospital with Fetal Medicine mainly at King's College Hospital.

St Marys Hospital has a busy Obstetrics and Gynaecology service running daily with good consultant support. We are seeking a trainee ST 5 - 7 equivalent or post CCT to support the service and gain valuable experience in this area. The candidate will be contributing to the out of hours rota 1:9 (full shift). You will be encouraged to undertake audit, clinical governance and take part in the education programme.

## 2 Job purpose

The post covers duties in Obstetrics, Fetal medicine and Maternal Medicine and requires the continued presence of the post holder at the specific site of activity:

- Fetal medicine sessions, Maternal Medicine sessions
- To contribute at a senior registrar level to the obstetrics and gynaecology oncall service with one ST3-5 level, and one ST1/2 level doctor or trainee
- Clinical and Educational supervision



### 3 Key stakeholders

#### Internal

Chief Executive Officer  
Executive Directors  
Other Divisional Directors  
Divisional Director of Operations WCCS  
Divisional Director of Midwifery and Nursing WCCS  
Clinical Director Maternity  
General Manager Maternity  
Head / Director of Midwifery  
  
Head of Education and Research  
  
Head of Service Maternity QCCH  
College Tutors Obstetrics and Gynaecology  
Obstetric and multidisciplinary teams  
Lead and Senior Midwives  
Consultant Midwives and midwifery teams  
PALS/Patient, Public Involvement, MVP

**NHS/University**    Heads of Undergraduate and Postgraduate Education Deans  
                                 Training Programme Director Obstetrics and Gynaecology NW  
                                 London

**External**        External auditors (Care Quality Commission)  
  
                             MPs, other representatives of local communities, staff organisations and  
                             the media  
  
                             Local Authorities and Government department  
                             ICS  
                             North West London Local Maternity and Neonatal System (LMNS)  
                             Health Education England  
                             NSHE/I  
                             NHSR

### 3.1 The work of the department

#### 3.1.1 About the Division

The Division of Women's and Children's Services and Clinical Support Services consists of the Directorates of:

- Maternity
- Gynaecology and Reproductive Medicine
- Neonatology
- Outpatients
- Imaging
- Pharmacy

## **Maternity Services**

The Directorate of Women's and Children's Services is responsible for the delivery of approximately 4000 mothers at St Mary's Hospital and 5200 mothers per year at Queen Charlotte's and Chelsea Hospital and is a tertiary referral centre with a complexity rate of 48%. Each unit supports a midwifery-led birth centres. Specialist services are offered in:

- Diabetes in pregnancy
- Feto-maternal medicine
- High risk pregnancy
- Sexual health and substance abuse
- Caseload midwifery in vulnerable women and teenage pregnancy

ICHT Maternity services achieved CNST level 3 status at the end of 2012.

## **Specialist Gynaecology services**

- Urogynaecology (sub-specialty training approved)
- Gynaecological oncology (subspecialty training approved – two trainees posts)
- Colposcopy (SMH)
- Pregnancy Advisory Service – including early medical terminations and late surgical terminations
- Minimal Access surgery
- West London Endometriosis Centre
- Fibroid management offering MR Fus, UAE, minimal access surgery
- Recurrent miscarriage
- Acute gynaecology and early pregnancy assessment
- Reproductive medicine (sub-specialty training approved) and IVF (QCCH)
- Menopause / premature menopause
- National Centre for Paediatric and Adolescent Gynaecology (QCCH)

## **Neonatal Medicine Services**

The neonatal unit is the regional referral unit for both in-utero and ex-utero transfers and is one of the leading level 3 neonatal units in the U.K.

### **3.2 Service activity**

The Directorate of Maternity is responsible for the annual delivery of approximately 9000 mothers across the Imperial maternity service with 5300 mothers per year at Queen Charlotte's and Chelsea Hospital and around 4000 deliveries at St Mary's Hospital. Level 3 neonatal intensive care facilities are based at Queen Charlotte's and Level 2 neonatal facilities are based at St Mary's.

The midwifery led birth centres on both sites contribute 15% of maternities.

Fetal Medicine has approximately 6200 outpatient attendances per year.

## **Management**



Dr Amrish Mehta, Divisional Director, Women's, Children's and Clinical Support Services

Ms Patricia Reyes, Divisional Director of Operations

Dr Cathy Hughes, Interim Director of Midwifery Head of Nursing

Miss Muna Noori, Clinical Director Maternity

Ms Claire Ross, Clinical Director Gynaecology and Reproductive Medicine

Dr Lidia Tyszcuk, Head of Specialty for Neonatology

Miss Jasmine Tay, Head of Speciality for Maternity at QCCH

Miss Jayne Terry, Head of Speciality for Maternity at SMH

Professor Christoph Lees, Head of Fetal Medicine

Ms Susan Barry, Interim Associate Director of Midwifery ICHT

Ms Kay St Louis, General Manager for Maternity

### 3.3 Clinical staffing

#### Academic

- Prof Phillip Bennett (Obstetrics & Gynaecology)
- Professor Lesley Regan (Professor of Obstetrics & Gynaecology, special interest in Recurrent miscarriage and fibroid management)
- Professor TG Teoh (Obstetrics & Gynaecology)
- Professor V Khullar (Urogynaecologist)
- Miss Lynne Sykes (Prematurity Lead)
- Professor C Lees (Fetal Medicine)
- Miss Sadaf Ghaem-Maghami (Gynaecological Oncologist - Honorary Senior Lecturer)
- Miss Maria Kyrgiou (Gynaecological Oncologist - Honorary Senior Lecturer)

#### Consultants based at SMH

Name	Leadership role
<b>Consultant Obstetricians</b>	
Ms Lorin Lakasing	Cerner Lead, SMH
Ms Lorna Phelan	Legal team lead
Ms Lynne Sykes	Clinical Senior Lecturer and Preterm birth service lead
Ms Jayne Terry	Head of Obstetrics SMH Labour ward lead SMH
Ms Christina Yu	Lead for FMU SMH
Ms Min Yi Tan	Guideline Lead SMH
Mr Jonathan Lai	Fetal Monitoring Lead SMH
Mr Ed Mullins	Clinical Senior lecturer, Imperial College
Ms Eko Ge Zhang	

Miss Shankari Arulkumaran	Antenatal services lead, SMH
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<b>Consultant Obstetricians and Gynaecologists</b>	
Ms Shahla Ahmed	Lead for Undergraduate Obstetrics & Gynaecology
Ms Asmaa Al-Kufaishi	Gynaecology Risk Management Lead, SMH
Mr Alex Digesu	
Mr Ruwan Fernando	
Mr Etienne Horner	
Miss Pippa Letchworth	Training Lead, SMH Audit Lead, SMH College Tutor, SMH
Mr Tariq Miskry	
Miss Monica Mittal	Gynaecology Guidelines lead
Mr Raj Rai	Head of Specialty Reproductive Medicine
Mr Rehan Salim	
Miss Claire Ross	Clinical Director Gynaecology and Reproductive Medicine
Mr Tom Setchell	Lead for Private Obstetrics & Gynaecology, SMH
Miss Tejal Amin	Lead for Maternity guideline Lead for junior doctor rota
Miss Melody Taheri	
Miss Ayesha Lodhia	Lead for Recurrent Miscarriage services
<b>Consultant Gynaecologists</b>	
Mrs Katy Clifford	Head of Specialty Community Gynaecology
Ms Deborah Gould	Lead for Early Pregnancy
Miss Deirdre Lyons	Head of Specialty Colposcopy Divisional Director Digital Strategy WCCS
Professor Vikram Khullar	Lead for Urogynaecology
Ms Vinita Nair	Lead in abortion care
Professor Lesley Regan	Professor of Obstetrics & Gynaecology, Imperial College

#### Junior Doctors based at St Mary's

Grade	Number
Subspeciality trainees Maternal and Fetal Medicine	1
Subspeciality trainees Urogynaecology	1

ST3-7	14
ST1-2	4
GP trainees	6
Junior Clinical Fellows Obstetrics and Gynaecology	4
Early pregnancy clinical research fellows	2
Urogynaecology clinical research fellows	2
Fibroid clinical research fellow	1

### Consultants in O&G based at QCCH

Name	Leadership role
<b>Consultant Obstetricians and Gynaecologists</b>	
Professor Phillip Bennett	IRDB Director
Mr Richard Brown	Prematurity lead, QCCH Maternity guidelines lead, QCCH
Miss Mandish Dhanjal	Co-Chair North West (NW) London Local Maternity and Neonatal System Regional Obstetrician for NW London Maternal Medicine Network
Miss Veronica Djapardj	Gynaecology risk lead
Miss Christine Ekechi	
Miss Karen Joash	SRO Perineal Health, NW London Head of School, Obstetrics and Gynaecology, London
Miss Shyamaly Sur	Joint College Tutor, QCCH
<b>Consultant Obstetricians</b>	
Miss Serap Akmal	Labour Ward Lead QCCH
Miss Sabrina Das	Antenatal services and patient information lead, QCCH Safer Surgery lead, ICHT
Mr William Dennes	Audit Lead, QCCH Lead for Private Obstetrics, QCCH
Miss Bryony Jones	Lead for Patient Safety and Clinical Governance, ICHT
Miss Charity Khoo	Training Lead QCCH, Training Programme Director NW London ATSM Director North West London
Prof Christoph Lees	Head of Fetal Medicine, ICHT Clinical Director Fetal Medicine, North West London ICS
Miss Kerry Munro	Undergraduate education lead, QCCH SHO rota coordinator, QCCH

Miss Muna Noori	Clinical Director Maternity, ICHT Cerner Lead Maternity
Miss Naomi Primrose	SpR Rota co-ordinator, QCCH
Mr Tomas Prior	
Miss Jasmine Tay	Head of Specialty, QCCH Consultant Rota co-ordinator, QCCH
<b>Fetal Medicine sessions at QCCH:</b> Miss Christina Yu Miss Eko Ge Zhang Mr Jonathan Lai	
<b>Consultant Obstetric Physicians</b>	
Dr Charlotte Frise	Regional Obstetric Physician for North West London Maternal Medicine Network
Dr Sheba Jarvis	
<b>Consultant Gynaecologists</b>	
Professor Tom Bourne	
Mr Nicholas Panay	Menopause Lead
Miss Catriona Stalder	Early pregnancy lead, QCCH Training Programme Director O&G NW London
Miss Maya Al-Memar	
<b>Consultant Gynae-Oncologists</b>	
Professor Christina Fotopoulou	
Professor Sadaf Ghaem-Maghani	
Professor Mara Kyrgiou	
Mr Srdjan Saso	
Mr Richard Smith	
Mr Joseph Yazbek	Lead for Rapid Access, QCCH Surgical lead for Abnormally Invasive Placenta, QCCH

### 3.4 Consultants allied to maternity based at QCCH

<b>Consultant Neonatologists</b>	<b>Consultant Obstetric Anaesthetists</b>
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Dr Gaurav Atreja Dr Jayanta Banerjee Dr Badr Chaban Dr Aniko Deierl Dr Sunit Godambe Dr Ujwal Kariholu Dr Geraldine Ng Dr Libuse Pazderova Dr Emma Porter Dr Sundar Sathiyamurthy Dr Vijayakumar Shivamurthappy Dr Ravi Swamy Dr Sudhin Thayyil (Reader in Neonatology) Dr Nora Tusor Dr Lidia Tyszczuk (Head of Speciality, Neonatology, Chair of NWL Neonatal ODN ) Dr Jenny Ziprin	Dr Johanna Bray (Lead for obstetric anaesthesia) Dr Rachel Bartlett Dr Alex Wickham Dr Andrzej Con Dr Mark Sachs Dr Chris Mullington Dr Soo-Lim Dr Glen Arnold  <b>Consultant Endocrinologists</b> Professor Stephen Robinson Dr Rochan Agha-Jaffar  <b>Consultant Paediatricians</b> Dr Nigel Basheer (Paediatric and Neonatal Neurologist; Clinical Director Paediatrics) Dr Ilaria Bo (Paediatric cardiologist) Dr Laura Vazquez-Garcia (Paediatric cardiologist)
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### King's College Hospital

**Medical School:** King's College has a medical School that has now merged with UMDS (Guy's and St Thomas'). The new joint department has full teaching facilities. Departments of medical statistics and computing, medical physics and molecular biology are available and there is a medical school library.

### The Harris Birthright Centre for Fetal Medicine

The director of the Harris Birthright Centre (HBR) is Professor Kypros Nicolaides. There are 5 consultants and 2 associate specialists also working in the Centre. There are 2 midwives working in the unit, with full secretarial and receptionist support staff. There are also ten permanent and 15 visiting research fellows. There is an integral fetal cardiology unit, under the direction Prof Lindsay Allan.

HBR Centre was established in 1984 and has grown into one of the largest Fetal Medicine Units in the world. It is a major referral unit for the assessment and management of fetal abnormalities and high-risk pregnancies. The centre is serving the local population as well as many referrals from all over the UK and overseas. There were almost 20,000 scans performed in 2006/7. Around 3000 invasive diagnostic and therapeutic procedures are performed per year. Screening for chromosomal and structural fetal defects in the first trimester of pregnancy is an important part of clinical and research activity in the centre.

A surgical clinic is held on a weekly basis where paediatric surgeons are able to meet parents with prenatally diagnosed problems. A renal clinic is held on a monthly basis that provides liaison with a paediatric urologist from St Thomas's Hospital (Miss Kalpana Patil). There are twelve scanning rooms and four counselling rooms.

### **Neonatal Services**

The Unit is the regional referral centre and has five dedicated neonatal paediatricians. There is also an active neonatal tertiary surgical referral unit with three dedicated Neonatal Paediatric Surgeons.

### **Key areas of responsibilities**

- Registrar input in fetal and maternal medicine clinics
- Contribution to the general on call rota for obstetrics and gynaecology
- Involvement in the departmental research projects

### **General responsibilities**

Provide High Quality Care to Patients in Obstetrics & Gynaecology

- The post holder must be medically qualified and maintain GMC specialist registration.
- To develop and maintain the competencies required to carry out the duties required of the post.
- To ensure prompt attendance at agreed direct clinical care Programmed Activities.
- To ensure patients are involved in decisions about their care and to respond to their views.

### **Research, Teaching and Training**

- Where possible to collaborate with academic and clinical colleagues
- To provide high quality teaching to medical undergraduates and members of other health care professions as required by the Clinical Director.

### **Professional Requirements**

The applicant should have medical qualifications registered in the United Kingdom, will be expected to be a member of the Royal College of Obstetricians and Gynaecologists



## General information

Intended applicants and those considering applying for the post are welcome to visit the hospital (at their own expense) and arrangements can be with:-

Miss Christina Yu  
Training Programme Director  
Mr Jonathan Lai  
Deputy Programme Director

## Additional information

The fellow is expected to train for accreditation in under the Special Skills Course of the Royal College of Obstetricians and Gynaecologists. It is anticipated that the clinical fellow will actively participate in the ongoing research of the Department.

The fellow will undertake a resident, New Deal and Working Time Directive compliant, out-of-hours commitment to general Obstetrics and Gynaecology at St Mary's Hospital.

## Audit and research

The postholder will be expected to actively participate in audit and research and in particular to comply with the Departmental guidelines on clinical governance.

## Scope and purpose of job description

A job description does not constitute a 'term and condition of employment'. It is provided only as a guide to assist the employee in the performance of their job. The Trust is a fast moving organisation and therefore changes in employees' duties may be necessary from time to time. The job description is not intended to be an inflexible or finite list of tasks and may be varied from time to time after consultation/discussion with the postholder.

## Outline of timetable

	<b>Monday King's College</b>	<b>Tuesday St Mary's</b>	<b>Wednesday St Mary's</b>	<b>Thursday King's College</b>	<b>Friday King's College</b>
<b>Morning</b>	Fetal Medicine	Queen Charlotte's Modular training	Obstetric Medicine/ ANC	Fetal Medicine	Research
<b>Afternoon</b>	Fetal Medicine	Queen Charlotte's	Administration	Fetal Medicine	Research



		<p>Evidence of further training in research, such as</p> <ul style="list-style-type: none"> <li>• Higher degree (MD/PhD) in relevant subspecialty</li> <li>• Special Interest Professional Module (SIPM) in Clinical Research/ Advanced Professional Module (APM) in Clinical Research.</li> </ul>
<b>Eligibility</b>	<p>Eligible to work in the UK and hold either:</p> <ul style="list-style-type: none"> <li>• A UK national training number or equivalent, including successful completion of clinical training to ST4-6 level, confirmed by outcome 1 in most recent ARCP or equivalent.</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>• Hold a UK CCT (or Portfolio Pathway) and be on the UK Specialist Register in obstetrics and gynaecology, or hold a CCT or Portfolio Pathway that in due course will entitle you to enter the Specialist Register.</li> </ul>	
<b>Fitness to practise</b>	Is up to date and fit to practise safely	
<b>Language skills</b>	All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about	Attendance at an Advanced Communication Skills course.

	<p>medical topics with patients and colleagues demonstrated by one of the following:</p> <ul style="list-style-type: none"> <li>that applicants have undertaken undergraduate medical training in English;</li> </ul> <p>or</p> <ul style="list-style-type: none"> <li>have achieved the following scores in the academic international English Language Testing System (IELTS) in a single sitting within 24 months at time of application – Overall 7, Speaking 7, Listening 7, Reading 7, Writing 7.</li> </ul> <p>If applicants believe they have adequate communication skills but do not fit into one of these examples they must provide supporting evidence.</p>	
<b>Health</b>	Meets professional health requirements (in line with GMC standards/Good Medical Practice).	
<b>Application completion</b>	All sections of application form completed fully in accordance with submission guidelines	
<b>Career progression</b>	<p>Ability to provide complete details of employment history.</p> <p>Evidence that career progression is consistent with personal circumstances.</p> <p>Demonstrate clear interest in chosen</p>	Further training complementary to chosen career path.

	subspecialty in career pathway to date.	
<b>Clinical experience, training and skills</b>	<p>Completion of a minimum of 4 years of specialty training in obstetrics and gynaecology at time of appointment i.e. equivalent to ST5/6/7 with successful ARCPs (or CCT in O&amp;G post-dependant)</p> <p>Experience of dealing with complex obstetrics and gynaecology emergencies.</p> <p>Comprehensive general training and experience of working in busy obstetrics and gynaecology unit at senior level of training (&gt;5000 deliveries) with solid basic surgical skills.</p>	<p>Good progress or completion of SITM/ATSM or equivalent.</p> <p>Good progress or completion of SITM in Fetal Care/Prenatal Diagnosis/Maternal Medicine/ATSM in Fetal Medicine or Maternal Medicine</p> <p>Attendance at relevant MFM courses/conferences.</p>
<b>Academic/ research</b>	<p>Demonstrates understanding of basic science research or clinical trial methodology.</p>	<p>Evidence of academic prizes or honours at postgraduate level.</p> <p>Demonstrable output from previous research experience.</p> <p>Evidence of relevant peer reviewed papers and other publications (e.g. book chapter, book editor, case reports), within chosen subspecialty</p> <p>Presentations (oral or poster) at international, national or regional meetings.</p> <p>Completion or near completion of :</p> <ul style="list-style-type: none"> <li>• MD/PhD thesis</li> </ul>

		<ul style="list-style-type: none"> <li>SIPM in Clinical Research/APM in Clinical Research</li> </ul> <p>Completion of Good Clinical Practice (GCP) training</p> <p>Attendance at course on research methodology, statistics or evidence-based medicine.</p>
<b>Management</b>	<p>Relevant contribution to management within obstetrics and gynaecology (rotas, committees, etc.).</p> <p>Understands and have experience of risk management.</p>	<p>Attendance at a medical management course.</p> <p>High quality output evident from management activities.</p> <p>Evidence of activities and achievements with demonstrable output, relevant to chosen subspecialty.</p>
<b>Clinical Governance</b>	<p>Experience of active involvement in clinical governance to high standard.</p> <p>Evidence of participation in clinical audit.</p>	<p>Evidence of ongoing participation in clinical governance activity in chosen subspecialty with demonstrable output.</p> <p>Evidence of completion of audit cycle, presentation of audit and supervision of audits.</p> <p>Participation in risk management activity</p> <p>Participation in complaints process</p>
<b>Service Improvement</b>	<p>Experience of active involvement in service improvement.</p>	<p>Evidence of ongoing participation in relevant service or quality improvement projects in</p>



		chosen subspecialty with demonstrable output.
<b>Teaching</b>	Evidence of active participation in undergraduate and/or postgraduate teaching with feedback.	<p>Completion of formal teaching course or qualification.</p> <p>Completion of educational supervision/mentoring course or experience as educational supervisor.</p> <p>Experience of giving formal lectures.</p> <p>Evidence of leadership in education and training.</p> <p>Evidence of completion or progress of SIPM in Medical Education/ATSM in Medical Education</p>
<b>Personal skills</b> Communication and interpersonal skills Empathy and sensitivity	<p>Capacity to communicate effectively with patients and staff both verbally and written.</p> <p>Capacity to take in others' perspectives and treat others with understanding and sensitivity.</p> <p>Capacity to discuss sensitive issues effectively with others and adapt language as appropriate to the situation.</p>	Extracurricular activities/achievements
<b>Managing others and team involvement</b>	<p>Capacity to work cooperatively with others and demonstrate leadership when appropriate.</p> <p>Capacity to work effectively in a multi professional teams (particularly within</p>	<p>Demonstrates strong leadership skills with clear output from projects.</p> <p>Evidence of completion or progress of SIPM in Leadership and Management</p>

	obstetrics and gynaecology).	
<b>Problem solving, decision making and situational awareness</b>	Demonstrate problem solving, decision making and situational awareness.	
<b>Coping with pressure</b>	<p>Organising working and learning time.</p> <p>Capacity to manage acute situations and remain calm under pressure.</p> <p>Demonstrates initiative and resilience to cope with changing circumstances.</p> <p>Ability to prioritise demands.</p>	
<b>IT skills</b>	Evidence of IT skills	Evidence of IT skills or qualifications
<b>Probity -professional integrity and respect for others</b>	<p>Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others.</p> <p>Display honesty and integrity</p> <p>Understands the importance of advocacy, safety, confidentiality and consent, with awareness of key cultural and religious factors in obstetrics and gynaecology practice.</p>	
<b>Commitment to specialty, learning and personal development:</b>	<p>Clearly demonstrates drive and initiative.</p> <p>Demonstrates realistic insight into subspecialty as practised in the UK.</p> <p>Commitment to personal and professional development, including</p>	

	capacity for reflective practice and learning  Awareness of own training needs.  Sound reasons for applying to this particular post with demonstration of clear career planning.  Clear commitment to postgraduate education.	
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## Additional information

### 1. Health and safety

All staff are required to make positive efforts to maintain their own personal safety and that of others by taking reasonable care, carrying out requirements of the law while following recognised codes of practice and Trust policies on health and safety.

### 2. Medical examinations

All appointments are conditional upon prior health clearance. Failure to provide continuing satisfactory evidence if required, e.g. of immunization, will be regarded as a breach of contract.

### 3. Equal opportunities

The Trust aims to promote equal opportunities. A copy of our Equality Opportunities Policy is available from the Human Resources department. Members of staff must ensure that they treat other members of staff, patients and visitors with dignity and respect at all times and report any breaches of this to the appropriate manager.

### 4. Safeguarding children and vulnerable adults

Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role.

### 5. Disclosure & Barring Service/safeguarding children and vulnerable adults

Applicants for many posts in the NHS are exempt from the Rehabilitation of Offenders Act 1974. Applicants who are offered employment for such posts will be subject to a criminal record check from the Disclosure & Barring Service before appointment is confirmed. This includes details of cautions, reprimands and final warnings, as well as convictions. [Find out more about the Disclosure & Barring Service](#). Post holders have a general responsibility for safeguarding children and vulnerable adults in the course of their daily duties and for ensuring that they are aware of specific duties relating to their role. Staff are obliged to disclose to the Trust during employment any pending criminal convictions, including cautions, and any other information relevant to the safeguarding of children or vulnerable adults.

### 6. Professional registration

Staff undertaking work which requires professional registration are responsible for ensuring that they are so registered and that they comply with any codes of conduct applicable to that

profession. Proof of registration must be produced on appointment and at any time subsequently on request.

## **7. Work visa/ permits/Leave to remain**

If you are a non-resident of the UK or EEA you are required to have a valid work visa and leave to remain in the UK, which is renewed as required. The Trust is unable to employ or continue to employ you if you require but do not have a valid work visa and/or leave to remain in the UK.

## **8. Conflict of interests**

You may not, without the consent of the Trust, engage in any outside employment and in particular you are disqualified from an appointment as a chair or Non-Executive Director of another NHS Trust while you are employed by this Trust. In accordance with the Trust's Conflict of Interest Policy you must declare to your manager all private interests which could potentially result in personal gain as a consequence of your employment position in the Trust. The NHS Code of Conduct and Standards of Business Conduct for NHS Staff require you to declare all situations where you or a close relative or associate has a controlling interest in a business or in any activity which may compete for any NHS contracts to supply goods or services to the Trust. You must therefore register such interests with the Trust, either on appointment or subsequently.

## **9. Infection control**

It is the responsibility of all staff, whether clinical or non-clinical, to familiarise themselves with, and adhere to, current policy in relation to the prevention of the spread of infection and the wearing of uniforms.

**Clinical staff** – on entering and leaving clinical areas, and between contacts with patients, staff should ensure that they apply alcohol gel to their hands and wash their hands frequently with soap and water. In addition, staff should ensure the appropriate use of personal protective clothing and the appropriate administration of antibiotic therapy. Staff are required to communicate any infection risks to the infection control team and, upon receipt of their advice, report hospital-acquired infections in line with the Trust's Incident Reporting Policy.

**Non clinical staff and sub-contracted staff** – on entering and leaving clinical areas and between contacts with patients all staff should ensure they apply alcohol gel to their hands and be guided by clinical staff as to further preventative measures required. It is also essential for staff to wash their hands frequently with soap and water.

**Flu vaccination** – All patient-facing staff are required to have the flu vaccination on an annual basis, provided free of charge by the Trust. Staff have a responsibility to encourage adherence with policy amongst colleagues, visitors and patients and should challenge those who do not comply. You are also required to keep up to date with the latest infection control guidance via the documents' library section on the intranet.

## **10. No smoking**

The Trust operates a smoke free policy.

## **11. Professional association/trade union membership**

The Trust is committed to working in partnership with trades unions and actively encourages staff to join any trade union of their choice, subject to any rules for membership that the Trade Union may apply.