

# Job description

## POST

Consultant Ophthalmologist (with a special interest in Medical Retina)  
Reporting to Lead Clinician Mr Bruce Dong

## SALARY

£93,666 - £126,281 per annum  
(pro rata where applicable)

## CARE GROUP

Critical Care, Anaesthetics and Specialist Surgery  
Associate Medical Director Mr Nic Goodger

## BASE

William Harvey Hospital,  
Ashford

## CONTACT

Mr Bruce Dong  
[brucedong@nhs.net](mailto:brucedong@nhs.net)

## Hello.

This post will be based mainly at three sites (Ashford, Canterbury and Dover), but working at other sites across the trust will be expected. You will be part of a team of 19 Consultants and 11 non-Consultant medical staff in this busy, well-equipped, friendly and enthusiastic Unit. We have OCT (anterior and posterior chamber) in all sites and, YAG and Argon laser in the three main sites (Ashford, Canterbury and Margate).

Our team has a burgeoning research portfolio, including high-profile national studies. We work closely with other specialties and offer opportunities to combine specialist training. We offer a forward-thinking approach to flexible working and portfolio careers.

We offer removal expenses, up to 32 days' annual leave and active support for study, quality improvement and patient safety work as part of our 'We care' improvement journey, and medical education and research.

## About East Kent Hospitals

We are one of the largest hospital trusts in England, with three acute hospitals and community sites serving a local population of around 700,000. We also provide specialist services for Kent and Medway.

We're on an exciting journey of transformation. With a new Medical School at the centre of our community, a focus on research, clinical leadership and making our trust a rewarding and friendly place to work, there's never been a better time to join us.



# Consultant Ophthalmologist (with a special interest in Medical Retina)

## Job plan (illustrative)

This post is for 10 PA's

- Monday AM – General Outpatient Clinic, Monday PM – MR Outpatient Clinic
- Tuesday AM – Admin, Tuesday PM – General Outpatient Clinic wks 1,3,5 and Cataract Theatre wks 2,4
- Wednesday AM – MR Outpatient Clinic, Wednesday PM – Free
- Thursday AM – Retinal Laser Clinic, Thursday PM – MR Outpatient Clinic
- Friday AM – Urgent Eye Clinic, Friday PM – Teaching

We will work with you to shape the ideal job plan upon successful appointment, and review it with you after three months and then annually – so you can keep the perfect fit.

We will also provide the essential resources to support you in your duties, including administrative support.

## Role specific duties

The successful candidate is expected to provide consultant level care and supervision in the Medical Retinal (MR) service and participate in the Urgent Eye Service, as well as deliver complex cataract surgery, retinal laser and injections independently.

Experience at Fellowship or Consultant level is desirable in order to meet the department's needs. The successful candidate will join an established Ophthalmology team of Consultants with comprehensive support from Specialist Doctors, Specialty Doctors, Specialist Trainees, Orthoptists, Optometrists and Specialist Nurses.

The main duties of the job:

- Maintenance of the highest clinical standards in the management of patients.
- To share with colleagues, responsibility for the day-to-day management of patients.
- To promote new ways of working and co-ordinating care for patients in the community and to ensure that the services are based on effective and integrated partnerships across the health community.
- Take part in multidisciplinary case conferences.
- Supervise and train junior medical staff.
- To be involved in appraising and assessing juniors.
- Teaching, research and administration.
- To proactively develop the service
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.



- Deliver outpatients and cataract operating service.

The post-holder will also be expected to take an active role in audit and clinical governance activities and to participate in the department's teaching programme. Ophthalmology Services operate from all sites across East Kent on a hub and spoke model provided from William Harvey Hospital. You will be on a 1:15 on call rota. You will be on a 10 PA contract with opportunity of an additional PA depending on service requirements.

Applicants must hold FRCOphth or equivalent and have wide experience in independently managing the routine and emergency eye conditions.

The job description provides provisional scheduling details of the clinical activity and clinically related activity components of the job plan. These will be flexible and worked in liaison with Ophthalmology colleagues and may be subject to change depending on the individual skills offered by the candidate. Agreement will be reached between the post-holder and the Clinical Lead for Ophthalmology with regards to the scheduling of all other activities, including the supporting professional activities. Please note, the time table contains an illustrative job plan, and the final timetable will be discussed and agreed upon on appointment.



## Your commitments

We are focused on providing outstanding, safe patient care, and a positive working culture that benefits staff and patients alike. This is why we ask you to:

- Comply with GMC guidance, all clinical risk management processes and national and local infection control policies and procedures
- Audit your clinical outcomes, report clinical incidents and alert the trust to risk
- Participate in annual appraisal and work to foster good team relationships
- Communicate effectively with all other medical and service departments within the hospital, and with GPs and other hospitals, to ensure continuous care for each patient
- Undertake non-emergency work during premium time as required
- Respond to patient complaints in line with our complaints policy
- Support the Trust's financial sustainability by collaborating with your clinical and operational directors on budget issues
- Help us keep services running smoothly by giving eight weeks' notice of annual and study leave.

## Teaching

We're passionate about teaching, so you'll play your part in teaching the next generation of doctors, nurses and other clinical staff. We'll ask you to help recruit junior staff and supervise their education, including their educational contracts, regular appraisal, study leave, annual leave and rotas – and make sure you keep up-to-date on educational development. If you're a new consultant, you'll be asked to enrol on an approved educational supervisor accreditation course by our medical educational department.

## Research

We are one of the most research-active acute Trusts in the region and we encourage all newly appointed Consultants to take on the role of Principal Investigator, with full training and support.

## Values

We care about our values of caring, safe, respect and making a difference. We'll ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect us to do the same.



## Person specification

Requirements	Essential	Desirable	Method of assessment
Qualifications and training	<ul style="list-style-type: none"> <li>▪ Full GMC registration</li> <li>▪ Full GDC registration</li> <li>▪ Eligible for entry onto the GMC Specialist Register or CCT within 6 months of interview</li> <li>▪ Minimum 3 years' experience in ophthalmology</li> </ul>	<ul style="list-style-type: none"> <li>▪ Medical Retina experience at Fellowship level</li> <li>▪ Retinal Laser experience</li> </ul>	Application Form and Interview
Skills and experience	<ul style="list-style-type: none"> <li>▪ Possess range of clinical knowledge &amp; skills</li> <li>▪ Display sound professional judgement</li> <li>▪ Exercises sound clinical risk management</li> <li>▪ Shows self-discipline i.e record keeping and legibility</li> </ul>		Application Form and Interview
Clinical governance	<ul style="list-style-type: none"> <li>▪ Shows an approach based on critical enquiry &amp; evidence-based medicine</li> <li>▪ Embraces evidence-based practice &amp; audit</li> <li>▪ Works with patients as individuals and not purely as a collection of symptoms</li> <li>▪ Understands concepts &amp; principles of clinical governance</li> </ul>		Application Form and Interview
Personal/professional attributes	<ul style="list-style-type: none"> <li>▪ Able to manage patients' expectations</li> <li>▪ Demonstrate energy, enthusiasm &amp; initiative in pursuing innovation and the highest standards</li> <li>▪ Shows self-discipline i.e record keeping and legibility</li> </ul>		Application Form and Interview
Other requirements	<ul style="list-style-type: none"> <li>▪ Full valid driving licence</li> <li>▪ Understands NHS system locally &amp; nationally</li> <li>▪ Aware of issues affecting current &amp; future NHS practice</li> </ul>		Application Form and Interview

## The small print

The post will be appointed to under the Terms and Conditions of Service for Hospital Medical and Dental Staff. You are required to be fully registered with the General Medical Council and on the Specialist Register or eligible for inclusion on the Specialist Register within six months of the date of interview.

The passing of a medical examination is a condition of employment.

You will be required to reside not more than 30 minutes away from your base, unless specific approval is given by the Chief Executive and Chief Medical Officer. You will need to be able to be contacted by the Trust at all times .

Every Consultant must adhere to the Trust policies and procedures including documentation of all activity both in outpatients and theatre.

## About William Harvey Hospital

The large William Harvey Hospital in Ashford is a district general hospital, a Level 2 Trauma Centre, and the Kent and Medway centre for pPCI and major head and neck surgery. It provides east Kent's NICU, a specialist cardiology unit undertaking angiography and angioplasty, a state-of-the-art pathology analytical robotics laboratory and a robotic pharmacy facility. It has a well-equipped postgraduate teaching centre and staff accommodation.

Ashford sits within stunning countryside, beautiful beaches and charming places of historic interest, and offers easy access to London. With excellent schools, a wealth of leisure facilities and easy family days out on your doorstep, alongside beautiful and affordable housing stock, the perfect work-life balance couldn't be easier to achieve.

## Grow your career in the Garden of England

At East Kent, we will do all we can to help you grow a career around you, your family, your location and your interests.

We offer flexible and fulfilling career solutions that work for you and unique opportunities to innovate and inspire – all in a county where you can enjoy your life to the full, whatever your interest.

## How to apply

For more information or to arrange to visit us, please contact Mr Bruce Dong via [brucedong@nhs.net](mailto:brucedong@nhs.net)

