

Post CCT Fellow Diagnostic Neuroradiology Candidate Pack



About us:

North Bristol NHS Trust is a centre of excellence for healthcare in the South-West in several fields and is also one of the largest hospital trusts in the UK. We have links to the University of Bristol, the University of Bath, and the University of the West of England. Our annual turnover is £870 million, and we have 12,000 staff delivering healthcare across Southmead Hospital Bristol, Cossham Hospital, Bristol Centre for Enablement and within the local community of Bristol and South Gloucestershire. We aim to deliver excellent clinical outcomes and a great experience for everyone who uses our services: exceptional healthcare, personally delivered. We treat some of the most difficult medical conditions, in an increasingly complex patient population.



Our vision is to realise the great potential of our organisation by empowering our skilled and caring staff to deliver high-quality, financially sustainable services in state of-the-art facilities. Clinical outcomes will be excellent and with a spirit of openness and candour we will ensure an outstanding experience for our patients.

Our hospitals



- Southmead Hospital Bristol
- Cossham Hospital
- Bristol Centre for Enablement
- Frenchay – Brain Injury Rehabilitation Unit

Our vision, mission, and values

NBT Cares is the focal point for our new Values. Cares stands for Caring, Ambitious, Respectful and Supportive

- Caring – because it underpins everything we do for our patients and the way we care for one another
- Ambitious – because it signals that we always want to improve what we do on behalf of our patients and one another
- Respectful – because every individual has an important role to play
- Supportive – because we're a team and deliver together

Our values:



Our Trust Strategy:

Our new Trust strategy launched in February 2023, and Patient First is the approach we are adopting to implement this strategy. The fundamental principles of the Patient First approach are to: 2023 Trust Strategy. The Patient First approach is about what we do and how we do it and for it to be a success, we need you to join us on the journey.

- have a clear strategy that is easy to understand at all levels of NBT
- reduce our improvement expectation at NBT to a small number of critical priorities
- develop our leaders to know, run and improve their business
- become a Trust where everybody contributes to delivering improvements for our patients.



Where are we now

As evidenced by our response to the Covid-19 pandemic we, as a nation, have never been more-proud of the NHS. This pride is very much felt here at NBT, not only in our services but in the high standards of care provided and the staff who deliver them. We launch this Quality Strategy after a period of sustained and widespread improvement. This was highlighted in 2019 when we achieved an overall 'Good' rating from the Care Quality Commission, we were also rated as 'Outstanding' in the Caring and Well Led domains. All our clinical core services are rated as 'Good' with End-of-Life Care rated as 'Outstanding.'

Ratings for the whole trust					
Safe	Effective	Caring	Responsive	Well-led	Overall
Good ▲ Sept 2019	Good ▲ Sept 2019	Outstanding ▲ Sept 2019	Requires improvement ◆◆ Sept 2019	Outstanding ▲ Sept 2019	Good ▲ Sept 2019

The rating for well-led is based on our inspection at trust level, taking into account what we found in individual services. Ratings for other key questions are from combining ratings for services and using our professional judgement.

Our culture of continuous improvement has led to many examples of excellent services and teams and recognition of these are given in many ways, the most prominent of which is our annual Exceptional Healthcare Awards. We will continue to build on our philosophy of sustained improvement and continue to demonstrate high quality, safe care with excellent patient outcomes and feedback. Continuous improvement will be underpinned by an open and fair safety culture in which everyone is comfortable with speaking up when things are not right, learns when things do not go to plan and from practice that results in excellence. Our learning will be strengthened by working in partnership with patients, carer givers and families to reduce any future harm.

Education, training, and development

As a responsible employer we care deeply for the people who work here and are committed to ensuring we have a highly skilled and motivated workforce. Not only is this the right thing to do, but it is also fundamental to our success. We will continue to embrace our responsibility for developing the workforce of the future in collaboration with other local care providers, the Universities and Health Education England. We want this to be the start of an ongoing conversation with our workforce and we will:

- Continue our roles in undergraduate and postgraduate training of health care professionals, providing high quality clinical placements and excellent teaching facilities
- Work with others to establish new roles that increase the opportunities people have, to join the health workforce and make maximum use of available skills
- Expand our excellent apprenticeship programmes
- Support and promote the continuous development of all our staff so that each can maximise their potential

Continuous improvement

We cannot predict all the changes required of our services in the years ahead and so we must continue to invest in the capability of our people to enable them to address new challenges as they arise. We must create an organisation that is agile in responding to new challenges.

We are proud of our culture which encourages our workforce to continually improve and expect to continuously innovate what we do in the years ahead. Effective working in complex teams is a core reason for our recent successes at NBT. We will continue to develop team working capabilities using our award winning Perform methodology.

We intend that this will be embedded in every part of our organisation. We will develop high levels of capability by using data to identify challenges that require action and to support effective change. We will bring together the change management expertise in the Trust to maximise the transformation resource available to our services.

The capability in the Programme Management Office and the Quality Improvement team will be continuously reviewed to ensure that we have the correct mix of skills for delivering the improvements we need.

Research & Digital Transformation

We are a well-established research centre with a multidisciplinary infrastructure that supports a broad range of clinical research. Working collaboratively with care providers across the geographical areas, we seek to ensure that everyone we meet has equal access to research, conscious of inclusivity, minimising environmental impact, developed, and delivered by a highly skilled, committed workforce. Delivering excellent clinical research is important for us as it supports improving patient outcomes as well as attracting and retaining talented staff. We will continue to:

- Increase our capability to deliver research that is important to, and prioritised by, patients
- Continue to be a key contributing member of Bristol Health Partners and the West of England Clinical Research Network to enhance our combined strengths.
- Ensure access to cutting-edge treatments with appropriate safeguards that improve patient outcomes
- Provide support and expertise for clinicians who wish to develop their own research

Improve patient safety and care by rapidly adopting evidence-based research outcomes Innovation and technology in the future the adoption of technology and digital solutions will be fundamental to our transformation. The road to embracing digital since has seen us:

- Remove digital friction, implement enabling technologies, ensure technology is aligned to roles, and enable high quality data at the point of care.
- Digitise patient interactions, and the automation of related processes, enabling the sharing our data across the system.
- Reflect our growing wealth of data back to decision-makers at all levels of the Trust through self-serve Business Intelligence.

A huge amount has been delivered, notably the launch of CareFlow Connect & Vitals in 2020, and a CareFlow Patient Administration System in July 2022 – all which support a new electronic patient record for NBT. With the Trust recently approving a 2-year extension of this strategy, the immediate future is likely to be as momentous as we launch a joint single digital maternity system with University Hospitals Bristol & Weston Foundation Trust (UHBW), and also introduce CareFlow Medicines Management which will bring many safety benefits through electronic prescribing.

This transformation is enabled by the Trust's IT Division, but clinically led – in particular, through NBT's four senior informatics officers. This ensures that clinicians both understand and embrace digital innovation, whilst ensuring it's informed and driven by the needs of staff and patients with a focus on standardisation, integration, and interoperability.

Longer term, our digital transformation will be defined through Bristol's two acute Trusts working to a single vision – an 'Acute Provider Collaborative' - led by the Joint Chief Digital Information Officer for both NBT and UHBW.

Employer of choice

There is no part of society that the NHS does not reach, and we should never underestimate the responsibility we have to the people we serve and care for. At the same time, we are nothing without the people who work for us. Without the vast array of skills and capabilities of our staff we would not be able to provide the very personal care we do or achieve the bold ambitions we have set out in our strategy. We can only be successful by continuing to employ talented people with a commitment to providing excellent care. We need to recognise that

working in a busy hospital can be tough and the wellbeing of the people who work here can be challenged. If we want our staff to feel healthy, happy, and well, we need to be totally committed to creating an environment for work that allows our people to thrive and deliver their very best for our patients.

As a large and established employer, we seek to provide a great place to work. To achieve that it is important we recognise that people are leading increasingly busy lifestyles with many conflicting demands. People want to work more flexibly and the idea of a set working base with set working patterns is increasingly outdated.

We will continue to work with our staff to ensure an appropriate balance between flexibility in employment options and the need to provide 24/7 services. We strive to support our staff to make working at NBT fit well with their lives, be that by:

- Providing onsite childcare services
- A comprehensive travel to work offer
- Onsite facilities for staff including catering and fitness classes
- Hospital Arts and Sustainability programmes

Our ambition is to become a truly inclusive Trust, where people feel a sense of belonging and identity. To achieve this, we have adopted an approach called Valuing You through which we will create equality of opportunity for all. We will provide a broad training and development offer for all our staff, so they are supported in their continuous development. Our comprehensive health and wellbeing offer is key by supporting our staff to be fit and healthy themselves, so we can provide better care for our patients. We recognise the pressure inherent in providing health care and we will continue to improve the support we provide for our staff's health and wellbeing, building on the programmes we have already established

As a new consultant within NBT will ensure that you receive a comprehensive induction and onboarding programme which will include access to a mentor, and our New Consultant Programme, where we will give you the opportunity to network with other consultants who are new to the Trust, meet and develop key working relationships with members of the Office of the Medical Director as well as other Executive members.



In addition, we offer all our consultants a generous study leave package comprising of up to 30 days over three years and up to £1000 per year study leave budget.

Job Description

Job Title: Post CCT Fellow in Diagnostic Neuroradiology

Pay Scale: Medical and Dental

Duration: 12 months

Post-holder Supervising Consultant: Dr Rebecca Hunt

Lead Radiologist: Dr Eleanor Soo

Core Clinical Director: Dr Albert Power

Base/Department: Imaging Department

Locations: Southmead Hospital/Cossham Hospital

Closing Date:

Interview Date:

SUMMARY OF THE ROLE

The successful applicant will complement a team of 8 Diagnostic Neuroradiologists who provide tertiary imaging services to a large team of 12 Neurosurgeons, 8 complex spinal surgeons and 40 Neurologists and Stroke Consultants.

The candidate will need to have experience in all forms of general diagnostic neuroimaging. Duties will include taking a shared responsibility for the day to day running of the neuroradiology department and supporting the radiographers and radiology trainees. The candidate will receive training in all aspects of adult and paediatric tertiary neuroimaging, including - but not limited to, neuro-oncology, skull base, paediatric, spine, neuroinflammatory and epilepsy with local and regional MDTs in all these areas.

The candidate will contribute to general work of department including the acute / trauma service and thus being proficient in general emergency and trauma neuroimaging for daytime and on call is a requirement. Consultant support will be provided for the tertiary/specialist elements of the on call service.

The current fellowship aims to provide the successful candidate with an excellent educational environment to develop their neuroimaging skills and allow them to take a consultant post in a tertiary neuroscience centre.

The department will provide opportunity for the successful candidate to meet their specific training needs.

The Department:

NBT is the largest radiology unit in the region and has 24 SpRs from the Severn School of Radiology, including fellowship level trainees in neuroradiology and interventional radiology.

The North Bristol NHS Trust Imaging Department provides a full imaging service to cover the Hospital's role as a major acute Trust, as well as a tertiary and quaternary referral centre for multiple regional specialist services. Southmead Hospital is a Level 1 Major Trauma Centre. Currently 16/24 7/7 emergency imaging cover is provided by SpRs supported by general, interventional and neuroradiology consultants each with their own 24/7 rota. From 0000-0800 weekdays and 1900-0800 on weekends / bank holidays, emergency CT scans are outsourced to an external reporting company. From 5pm, acute MRI spines are also outsourced.

The General Practitioner plain film and ultrasound Radiology service is open access in type, and based at Southmead, Cossham Memorial and Clevedon Hospitals as well as Yate West Gate Centre. It is the department's policy to make access to all forms of imaging available to General Practitioners where there are grounds for doing so.

Total examinations carried out between April 2022 and March 2023 was 421,643 comprising:

Plain Film 201,178

MRI 40,800

CT 95,515

Nuclear Medicine 6,990

Ultrasound 64,431

Fluoroscopy & Angiography 12,729

Equipment Summary

1. Plain Film

X11 Siemens Ysio DR Unit

X3 Philips DigiDiagnost DR Unit

2. CT

X1 GE Discovery 750HD CT Scanner

X2 GE Optima 660 CT Scanner

X1 Toshiba Aquilion CT Scanner

X1 Philips Ingenuity CT Scanner

3. Ultrasound

X4 Toshiba XG Scanner

X4 Philips Epiq U/S Scanners

X5 Various Portable U/S Machines

4. MRI

X1 GE MRI MR450 MRI Scanner

X1 Philips Ingenia 1.5T MRI Scanner

X2 Philips Ingenia 3T MRI Scanner

X1 Siemens Magnetom Sola 1.5T MRI Scanner

5. Intervention and Fluoroscopy

X2 Siemens Artis ZEE Bi-Plane Angio Suite

X1 Siemens Artis ZEE Single-Plane Angio Suite

X1 Siemens Artis Q Single-Plane Angio Suite

X2 Siemens Artis ZEE MP Fluoro Unit X1 Philips Allura FD10 Cardiac Cath Lab

X1 Siemens Artis Q single-plane Hybrid Theatre Angio Room

6. Nuclear Medicine

X1 GE SPEC/CT Scanner

X1 GE Gamma Camera

X1 Southern Scientific Cardiac Gamma Camera

X1 GE PET/CT Scanner (onsite, owned by AML)

Team structure:

The appointee will be contractually accountable to the North Bristol NHS Trust for the provision of services. The appointee will be managerially responsible to the Chief Executive through the Head of Specialty and Clinical Director.

Communications and Relationships:

The post holder will be expected to have excellent communication skills, both written and verbal, to enable effective communication about medical topics with patients and colleagues. The post holder will be empathetic and sensitive to patients needs and able to explain things clearly – particularly complex or sensitive information. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service. The post holder will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.

Key working relationships:

Internal: All posts are regarded as being Trust-wide but the base Hospital will be Southmead Hospital. Please note that the base could change because of clinical requirements.

Names of Senior Medical Staff and Specialty Interests

NAME	QUALIFICATIONS	SPECIAL INTEREST	FULL OR THAN TIME	TIME LESS FULL
Dr M Abdelaziz	FRCR	Interventional Radiology	FT	
Dr N Ali	FRCR	General and GI	FT	
Dr J Alves Rosa	MRCP FRCR	Neuroradiology	FT	
Dr V Beric	MRCP, FRCR	Neuroradiology / spine	FT	
Dr M Bonnici-Mallia	FRCR	Interventional Radiology	FT	
Dr M D Bradley	BSc MRCP FRCR MBA	Neuroradiology	FT	
Dr H Burt	FRCR	Breast	FT	
Dr L Chandratreya	DMRD FRCR	Chest Imaging	FT	
Dr N Collin	MRCS FRCR	Interventional Radiology	FT	
Dr G Collin	MRCP FRCR	Interventional Radiology	FT	

Dr W Cooper	FRCR	Chest and Cardiac Imaging	FT
Dr A Cox	FRCR	Interventional Neuroradiology	FT
Dr R Crossley	MRCS(Eng) FRCR	Interventional Neuroradiology	FT
Dr L Duerden	FRCR	Chest and cardiac imaging	FT
Dr A Edey	MRCP FRCR	Chest and cardiac imaging	FT
Dr S Gandhi	MRCP FRCR	Abdominal imaging	FT
Dr B Geach	FRCR	Breast	FT
Dr S Haldar	FRCR	General and GI	LTFT
Dr R Hunt	FRCR	Neuroradiology	FT
Dr M Jaring	FRCR	Musculoskeletal	FT
Dr C Jones	FRCR	Interventional Radiology	FT
Dr K Klimczak	FRCR	Breast	LTFT
Dr D Kopcke	FRCR	General and GU	FT
Dr V Kumar	FRCR	Interventional Radiology	FT
Dr I Laurence	MRCP FRCR	General and NM	LTFT
Dr M Likeman	BSc MRCP FRCR	Neuroradiology and Paediatric Neuroradiology	FT
Dr M Mariappan	FRCR	Interventional Radiology	FT
Dr A Mahatma	FRCR	Breast Radiology	LTFT
Dr H Massey	FRCR	Breast	LTFT
Dr P McCoubrie	BSc MRCP FRCR FFRCSI(Hon)	General, GI/GU and NM	FT
Dr D Minks	FRCR	Interventional Neuroradiology	FT
Dr P Mezes	EBIR	Interventional Radiology	FT
Dr S Morgan	MRCS FRCR	General and Spinal	LTFT
Dr A Mortimer	MRCS FRCR	Interventional Neuroradiology	FT
Dr E Ngan-Soo	MRCS FRCR MD MBA	Chest and Cardiac imaging	LTFT
Dr S Philip	MRCP FRCR	General and GI/Gynae	FT
Dr A Pocklington	MRCS FRCR	Breast and General Radiology	LTFT
Dr A Pollentine	FRCR	General and GI	FT
Dr B Rajayogeswaran	FRCR	Musculoskeletal, Sarcoma	FT

Dr P Smith	MRCP, FRCR	Neuroradiology	FT
Dr M J Thornton	FRCP, FRCR	General and GU	LTFT
Dr I Uri	MRCS, MSc, FRCR	Musculoskeletal and spine	FT
Dr A Valencia	FRCR	Breast	LTFT
Dr A Vosough	FRCR	General and GI/GU	FT
Dr J Wareham	FRCR	Interventional Neuroradiology	FT
Dr E Walton	FRCR	Musculoskeletal, Sarcoma	FT
Dr M Werndle	MRCS PhD FRCR	Neuroradiology and Paediatric Neuroradiology	FT
Dr F Williams	FRCR	Neuroradiology and Paediatric Neuroradiology	FT
Dr M K Williams	MRCP FRCR	Musculoskeletal	FT

North Bristol NHS Trust Imaging Services employs 297 WTE non-medical staff comprising:

132 WTE Radiographers
44 WTE Imaging Support Workers
52 WTE Nurses / Health Care Assistants
32 WTE Admin & Clerical / Management Posts
37 WTE Imaging Porters

The main department has 4 separate reporting hubs and a separate trainee office supplied with a library, reporting stations and Apple Mac teaching screen. Separate satellite reporting stations are available within each of the department modalities at our satellite hospitals. There is also a dedicated emergency radiology reporting adjacent to the Emergency department. The department utilizes an integrated CRIS/ Insignia PACS based reporting system. A dedicated PACS team is co-located within the department with additional IT support from the Trust's IT department.

Responsibility for Patient Care:

The post holder will have continuing responsibility for the care of patients in his or her charge and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.

Responsibility for financial / physical resources and policies:

The post holder will be expected to adhere to Trust policy and procedures as well as contributing to policy and service development. The post holder should have enough understanding of NHS financial management in order to provide the best service possible. They will minimise waste, improve services, and promote effective use of resources available.

The Post holder should understand the roles and policies of local and where relevant national agencies involved in healthcare.

Responsibility for People Management:

The Post Holder will be expected to provide compassionate leadership to their clinical teams. This may include multi-agency teams within Primary and Secondary Care. They will be responsible for the supervision of junior staff within their team and will lead by example and with compassion.

Teaching and Supervision of Junior Medical Staff & Students:

We aim to support the development of all our doctors, whilst maintain an environment where patient and staff safety is paramount. A key element of that is ensuring high quality clinical and educational supervision. The postholder will be responsible for the professional supervision and management of junior medical staff. Where appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers. Time will be allocated within job plans to support this activity.

Partnership working:

The post holder will be required to work in partnership with colleagues of all disciplines, external stakeholders and service users, to ensure the creation of a quality service. They will commit to shared goals in the department by building effective teams, valuing the roles and contribution of others.

Equality and Diversity:

At NBT our culture is one of true inclusivity and aims to positively eliminate discrimination by promoting a diverse and inclusive culture. As a minimum the post holder will ensure that their own actions support diversity and equality and they will comply with policies, accept differences and treat all with dignity and respect.

Personal Development:

At NBT we are committed to supporting all staff with their personal and career development and also developing our aspiring leaders. Access to relevant study leave will be available, subject to discussion and agreement of the department clinical lead.

Main conditions of service:

This appointment is subject to NHS England terms and conditions. The post holder will be expected to be aware and comply of local policies and procedures as well as comply with all Trust standing orders and standing financial instructions. All offers of employment are subject to pre-employment clearances.

Job Plan:

This is a 1 year, fixed term whole time equivalent position and subject to satisfactory informal review after the first six months. The job plan details and exact timetable will be discussed and agreed between the successful candidate(s) and Neuroradiology Lead to reflect the needs of the Diagnostic Neuroradiology services and training needs of the candidate. The job involves participation in the Neuroradiology on-call on a 1 in 6 basis. This will be with Consultant supervision.

Indicative job plan below:

Mon - am	Southmead	Neuro reporting
Mon - pm	Southmead	Neuro reporting
Tues - am	Southmead	MDT Prep
Tues - pm	Southmead	Vetting/reporting
Wed - am	BCH	Paediatric MDT
Wed - pm	BCH	Paediatric reporting
Thurs - am	Southmead	Emergency Zone
Thurs - pm	Southmead	MDT
Fri - am	Southmead	Emergency Zone
Fri - pm	Southmead	Neuro reporting

Pre-interview visits:

Prospective candidates are strongly encouraged to visit the Trust and meet members of the neuroradiology and management team prior to interview. Appointments can be made for a visit at any point prior to the date of interview.

Please contact: Dr Joao Alves Rosa, Consultant Neuroradiologist

Department contact details: joao.alvesrosa@nbt.nhs.uk, 01174149009

PERSON SPECIFICATION

Assessment at Shortlisting stage

Category	Essential	Desirable	Scoring Matrix
<u>Qualifications And Registration</u>	<p>FRCR or equivalent</p> <p>Maintain Full registration with the GMC.</p> <p>Must have CCT in Clinical Radiology and have been entered on the GMC Specialist Register at the time of the appointment.</p> <p>Specialist registrars that do not hold a CCT must be due to be awarded one within 6 months of the interview date.</p>	Higher academic qualification (e.g. MD or MS).	Qualifications
<u>Training And Experience</u>	<p>Recent experience and familiarity of UK hospital systems and practices (or equivalent).</p> <p>Clinical experience in neuroradiology pre CCT (at least 6 months).</p> <p>Able to supervise and report general neuroimaging in both the acute and non-acute setting.</p> <p>Ability to supervise radiology Specialty Trainees and radiographers in general neuroimaging.</p>	1-year pre CCT neuroradiology experience	Experience
<u>Further Training, Management, Audit</u>	<p>Evidence of recent CME/ reasonable training progression at this stage of career.</p> <p>Experience in audit project and written up.</p> <p>Knowledge of contemporary NHS management issues.</p> <p>Knowledge of political context within which we operate.</p>	Completion of a general management course or programme.	Knowledge
<u>Research, Teaching, Publications</u>	<p>Proven teaching ability.</p> <p>Willingness to undertake teaching of medical under-graduates & postgraduates.</p> <p>Original publications in peer reviewed journals.</p>	<p>Proven track record in research.</p> <p>Formal educational qualification (Certificate, Diploma, Masters)</p> <p>Demonstration of involvement in clinical directorate management.</p>	Skills
<u>Leadership and Teamwork</u>	<p>Proven ability to build and maintain effective teams.</p> <p>Have a positive attitude towards members of the wider healthcare team.</p> <p>Evidence of good organizational and compassionate leadership skills.</p> <p>Evidence of positive development and change management.</p> <p>An understanding of positive leadership in the context of healthcare.</p>		

<u>Communication skills</u>	<p>Is empathetic and sensitive to the needs of others including patients and colleagues.</p> <p>An ability to explain complex and sensitive information, sometimes under stressful circumstances to others.</p> <p>Must be able to influence and persuade effectively.</p> <p>Must have excellent written and verbal communication skills in order to write and present management reports as required.</p>		
<u>Other</u>	<p>Must reside within 30 minutes or ten miles from the principal place of work</p> <p>Must hold the appropriate Home Office work / residence status in order to provide work in the UK.</p>		