

Royal Cornwall Hospital



JOB DESCRIPTION: CONSULTANT IN ORAL & MAXILLOFACIAL SURGERY



Job Reference	
Title:	Consultant in Oral and Maxillofacial Surgery
Reports to:	The Clinical Director of the Specialist Surgical Care Group
Accountable to:	The Medical Director.
Reporting Location:	Royal Cornwall Hospital, Truro and other peripheral sites within the Trust's (RCH) responsibility
Remuneration:	In accordance with NHS pay scales

2. Job Purpose

Provide the full remit of the Oral and Maxillofacial Surgery services

- Full involvement in Oral and Maxillofacial Surgery services in Cornwall in conjunction with primary care dental services and the Peninsula Dental School.
- To share with colleagues, responsibility for the day-to-day management of the Oral and Maxillofacial Surgery workload.
- To assist with meeting Key Performance Indicators for the Royal Cornwall Hospital.

3. Dimensions

The Royal Cornwall Hospitals' NHS Trust

This is an opportunity to live and work in one of the most desirable parts of the UK. Cornwall has a unique character. The county is ruggedly beautiful and the Cornish are justifiably proud of their county and Celtic heritage. Cornwall is a beautiful county which offers an outstanding quality of life and providing many opportunities for outdoor activities, with its sailing waters, surfing beaches and rugged coastal pathways for walking, and cycling. There is a thriving arts and theatre scene as well as an interesting variety of eating places, including celebrity-owned restaurants within Cornwall. The major route both in and out of the county is the A30 which connects with the M5 motorway at Exeter. There is an excellent rail service with daily passenger and sleeper services and an airport at Newquay with daily connections to many cities throughout the UK and abroad.



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Cornwall is one of the safest places to live and bring up a family. It has excellent schools at all levels in both state and private sectors. Truro, built on the tidal Truro River, is a small city developed around a spectacular cathedral. It has excellent shops and markets along with sporting facilities, cinemas and the Hall for Cornwall, a popular music and theatre venue

The post is based in the Oral and Maxillofacial Surgery and Orthodontic Department at the Royal Cornwall Hospital, Truro. The post will provide an exciting opportunity to work within a committed team, alongside 3 Consultants in Maxillofacial surgery and a strong team of staff grade and junior doctors, nursing and administration staff. There will be a requirement to undertake clinical duties at West Cornwall Hospital and other locations across the county. The post holder will operate as part of Multi-Disciplinary Teams in networks across the Peninsula. This group of clinicians is supported by specialist nurses and administrative staff.

The Consultant can also expect to be involved in teaching and training undergraduate students in the Peninsula Dental School (PDS). The Dental School has a 36 chair Dental Education Facility on the Royal Cornwall Hospital site, adjacent to the Knowledge Spa and Medical School.

The Royal Cornwall Hospitals' NHS Trust (RCHT) is part of the Cornwall Healthcare Community, working in partnership with other local trusts to deliver high quality healthcare services across the county. The Trust has close links to medical specialist services in the South West Peninsula and beyond. Serving a widespread local population, as well as thousands of visitors to Cornwall each year, poses a number of unique healthcare challenges.

The Trust delivers acute medical and surgical services to a population of approximately 400,000, and has a higher proportion of elderly people than the national average. The population more than doubles during the busy holiday periods. RCHT comprises three main hospitals: The Royal Cornwall Hospital, Truro; West Cornwall Hospital, Penzance, and St. Michael's. Outpatient and other services are also provided at a large number of community-based NHS locations around the county and a number of corporate support services are located away from the main hospital sites.

Further information on the Trust can be viewed on the Internet at www.cornwall.nhs.uk/RCHT and www.cornwall.nhs.uk

Informal enquiries about this post should be addressed to Mr Amith Pinto, Specialty Lead for Oral and Maxillofacial Surgery and Orthodontics, email amithpinto@nhs.net or telephone 01872 253988.



ORAL AND MAXILLIOFACIAL DEPARTMENT PROFILE

Departmental Management Team at Royal Cornwall Hospital Trust, Truro.

The Department Team consists of a Clinical Director, Speciality Lead, General Manager, Senior Nurse/Matron, Service Manager and a Department Nurse Manager

Medical Staff

Mr Amith Pinto	Consultant Oral and Maxillofacial Surgeon
VACANT	Consultant Oral and Maxillofacial Surgeon
Mr John St Blythe	Consultant Oral and Maxillofacial Surgeon
Mr Jamie Deans	Consultant Orthodontist
Mr Gareth Brock	Consultant Restorative Dentist
Ms Emmett Hawkins	Specialty Doctor
Ms Tanya Lommerse	Associate Specialist
Mr Christopher Munn	Associate Specialist
Mr Jamie Robbins	Specialty Doctor
Mr Vincent Shadrack	Specialty Doctor

Clinical Activity

Referrals come from the full spectrum of clinical providers within Cornwall: General Dental Practitioners, Oral Surgeons, Specialist Orthodontic Primary Care based Practices, and the Community Dental Service (Smile Together Dental CIC). A number of referrals also come from Hospital Consultants and General Medical Practitioners, and the Peninsula Dental School.

Activity in Oral and Maxillofacial Surgery (combined)				
	19/20	20/21	21/22	22/23
New Out-Patient	5139	5573	4448	5339
Follow Up patients	6076	5665	4565	5046
Elective in-patients	4991	4321	2558	3611

4. Duties of the Post

Consultant Advice:

The post-holder will be expected to provide the full remit of oral and maxillofacial surgery for the population of Cornwall. However, a candidate with subspeciality interest in oral cancer would be most beneficial to the service.



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There are strong links especially with Dermatology and ENT surgery. ENT has an adjacent outpatient area and also shares the same ward.

Orthognathic surgery is facilitated by collaboration between the Oral/Maxillofacial and Consultant-led Orthodontic teams.

Academic links are with the Peninsula Dental and Medical schools

Clinical Care:

Within the hospital department:

A range of complex oral and maxillofacial surgery treatments are carried out within the purpose built Department of Oral and Maxillofacial Surgery at RCHT and across the other hospitals that make up the Acute Trust. This includes the treatment of medically compromised patients, and those who have difficult management problems.

A standalone theatre suite for day case General Anaesthesia within the department caters for minor surgical procedures.

Outpatient clinics are held within the main hospital department (Treliske) and also at peripheral hospitals in Hayle and Penzance.

Interdisciplinary Treatment.

Dermatology:

The close links with Dermatology involve surgical treatment for Head and Neck skin malignancy including provision of a sentinel lymph node biopsy service. Moh's surgery is performed by the Dermatology team and the post-holder will be involved in the reconstruction of surgical defects.

The post holder will be expected to be involved in the management of metastatic skin cancer.

Weekly Dermatology MDT meetings are held in which Oral and Maxillofacial surgery are an integral core membership.

Trauma:

The post holder will be expected to be directly involved in the management of all forms of maxillofacial trauma. You will be expected to manage the trauma that presents during your on call week. The trauma caseload is currently managed either on the CEPOD list or the combined trauma list that is shared with the orthopaedic surgeons and other surgical specialties.

The Royal Cornwall hospital receives a wide range of trauma however patients with concomitant neurological injuries requiring neurosurgical intervention are referred to regional centres.



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Head and Neck Oncology:

Weekly Joint Head and Neck Malignancy surgery clinics are held in the Oral and Maxillofacial Department with support from Oncology, Dietetics and Speech and language Therapy. This service is supported by two Head and Neck Cancer Nurse Specialist.

The consultants work in close conjunction with nuclear medicine and radiology to provide sentinel node biopsy for oral cancer.

Weekly Head and Neck MDT meetings are held with a video link to Derriford Hospital in Devon to form a joint West Peninsular Head and Neck Service. This allows cross referrals of patients when required.

All aspects of Head and Neck surgery are carried out at RCHT apart from microvascular free flaps.

All head and Neck surgery patients are nursed on the specialist Wheal Coates Unit at RCHT.

A Maxillofacial Surgery Laboratory is placed adjacent to the department and provides a first class obturator/prosthesis service. Implant retained prostheses are provided for intra oral and extra oral defects.

Temporomandibular joint surgery and oral medicine

The post holder will be expected to share the workload for patients with temporomandibular joint pathology and oral medicine. Currently the consultants share the clinical workload including open joint surgery but do not perform joint replacements.

Management

The Orthodontic, Oral and Facial Surgery Unit is part of the Royal Cornwall Hospital Specialist Surgical Care Group.

The Consultants within the Trust are subject to an annual appraisal and revalidation.

This post will attract secretarial support and an appropriately equipped office with IT facilities

Mentoring:

All new consultants are offered access to trust mentoring services in order to support professional development during the transition from higher specialist training to consultant.



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Teaching and Training

The post-holder is expected to participate in the teaching and training of junior staff, medical students and other clinical staff groups. The post-holder will also have supervision responsibilities for junior medical staff within the specialty.

Study and Training

The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust's Study Leave Committee for a contribution to funding of this activity.

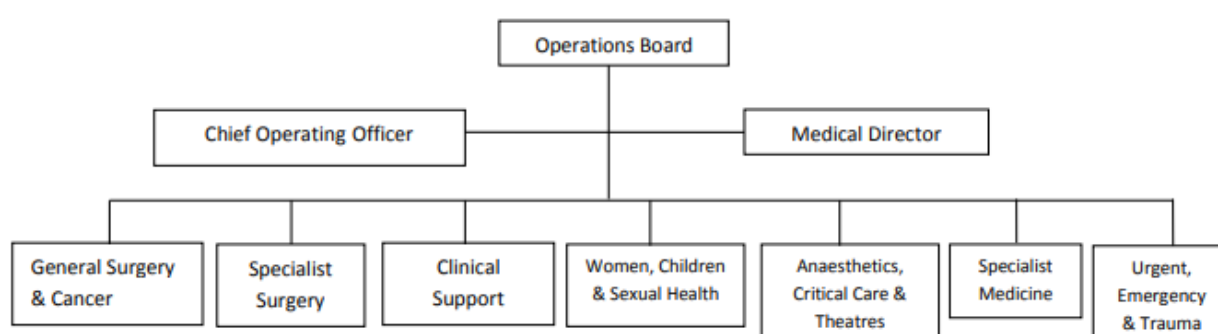
Research

Members of the Division are encouraged to pursue approved topics of research. Dr Duncan Wheatley is Head of Research and Development within the Trust. There are funds available within the hospital for approved studies. The use of commercial funds for ethically approved trials is encouraged and projects can be supported by the Trust's Audit Department.

IT and Secretarial Support

The appointees will be provided with shared office space and a personal computer. A secretary will be assigned to the appointee.

5. Organisation Chart



6. Principal Accountabilities

General Duties and Responsibilities of the Post

- Provision with colleagues of a service to the Royal Cornwall Hospitals' NHS Trust, with responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department.
- Out-of-hours responsibilities, including participation in the rota where applicable.
- Cover for colleagues' annual leave and other authorised absences.
- Any responsibility that relates to a special interest.
- Professional supervision of other junior medical staff.
- Responsibilities for carrying out teaching.
- Participating in medical audit, the Trust's Clinical Governance processes, and in Continuing Professional Development (CPD).
- Involvement in research (where applicable).
- Managerial, including budgetary responsibilities where appropriate.
- Where it is agreed between the parties, work on behalf of the Royal Cornwall Hospitals' NHS Trust such as domiciliary consultations, or services provided by the Trust for other agencies, for example, the prison service. (This excludes work undertaken under direct arrangements between an individual doctor and a third party, e.g. Category Two).
- A willingness to undertake additional professional responsibilities at local, regional or national levels.
- The post-holder must at all times carry out their duties with due regard to the Trust's Equal Opportunities Policy. A responsibility to ensure that all colleagues and patients receive the same treatment, care and attention, regardless of race, religion, ethnic origin, gender, marital status, age, sexuality or disability.
- A responsibility to work co-operatively with colleagues and to respect and value their contribution to patient care.
- It is the responsibility of all employees to maintain a safe and healthy environment for patients, visitors and staff. The post-holder is required to comply with the appropriate Health and Safety Policies as may be in force.
- A responsibility to decline to undertake duties for which the post-holder has not been trained, or for which the post-holder does not believe they will be able to undertake safely.
- It is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard and in accordance with the current quality initiatives within the area of work.
- All staff who have access to, or transfer data, are responsible for that data and must respect confidentiality and comply with the requirements of the Data Protection Act 1998, in line with the Trust's policies. Such information should not be released without the consent of the patient, client, or staff member concerned unless required by a court order.
- The post-holder is responsible for data quality and complying with the policies, procedures and accountability arrangements throughout the Trust for maintaining accuracy and probity in the recording of the Trust's activities.
- The post-holder will be required to comply with the requirements of the Freedom of Information Act 2000 in line with Trust policy.



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- The post-holder is required to comply with Trust policy on the implementation of Working Time Regulations (1998, 2009 amendment) including declaration of hours worked and breaks taken by undertaking monitoring exercises when required, and reporting any instances where the pattern of working hours may constitute a health and safety risk to the post-holder, patients, public and other Trust employees. The post-holder will not be subjected to any unlawful detriment by reporting any concerns under the Regulations.
- The post-holder will be responsible for undertaking the administrative duties associated with the care of patients and the administration of the department.
- The post-holder will be required to participate in the annual appraisal process.
- The post-holder will be required to complete annual updates in mandatory training.
- Travel as necessary between hospitals/clinics will be required but a planned and cost effective approach will be expected.
- Any other duties that may be required from time to time.
- The post-holder must comply with all aspects of confidentiality, professional codes of conduct, the Royal Cornwall Hospitals' Trust's Staff Charter and the NHS Managers' Code of Conduct.

Expectations of the Post-holder

- An appropriate Contract of Employment incorporating national terms and conditions (in accordance with national and local collective agreements).
- An appropriate agreed job plan that may be changed by mutual agreement between the doctor and the Divisional/Specialty Director/Divisional Manager in accordance with the agreed procedure for the review of job plans and any recommendations following appraisal.
- An adequate time allocation for administration, education, audit and teaching commitments, etc, (the precise amount will depend on the requirements of the particular post and the Trust will give due regard to the recommendations of the appropriate Royal College, etc).
- Receive appropriate consultant supervision and mentoring.
- Adequate support and time allocation to allow doctors to fully participate in the Trust's appraisal process and the necessary CPD and study leave requirements which are a natural consequence of appraisal.

Objectives and How They Will Be Met

The post-holder will be required to deliver elective and emergency medical / surgical services within Cornwall, in close collaboration with consultant colleagues and within commissioned performance targets.

Teaching and Training

The post-holder is expected to participate in the teaching and training of junior staff, medical students and other clinical staff groups. The post-holder will also have supervision responsibilities for junior medical staff within the specialty.



The successful applicant will have a responsibility to provide teaching to Dental Core Trainees in preparation for the Membership of the Joint Dental Faculties of the Royal College of Surgeons (MJDF RCS).

Undergraduate Dental Students from the Peninsula Dental School are hosted within the Unit throughout the year for Specialist Teaching and Training. Plenaries and hands on teaching are also provided within the Dental School.

Participation will be required in the General Professional Training and Vocational Training of newly qualified Dentists.

Medical Students are also taught in the clinics and specialist teaching units for the dermatology section of the undergraduate course are involved in the Oral and Maxillofacial part of the Joint Head and Neck Clinic.

Peninsula Dental School

The new Peninsula Dental School is based in Plymouth, Truro and Exeter. Professor Christopher Tredwin is the Dean of the Dental School. The school has a 64 chair unit at Derriford and Devonport in Plymouth, a 36 chair unit at Truro and a 10 chair outreach unit at Exeter. The Truro Dental Education Facility provides clinical teaching to the 3rd and 4th year students, who are based in Truro.

The Peninsula Dental School offers the opportunity to teach undergraduates and postgraduates. It is the intention that having the Peninsula Dental School in Truro will extend the range of clinical services that are available to Cornish patients.

Study and Training

The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the post-holder will be entitled to apply to the Trust's Study Leave Committee for a contribution to funding of this activity.

Research

Members of the Division are encouraged to pursue approved topics of research. Duncan Wheatley is Head of Research and Development within the Trust. There are funds available within the hospital for approved studies. The use of commercial funds for ethically approved trials is encouraged and all projects can be supported by the hospital Audit Department.

Audit

All consultants are expected to support governance within the trust. The successful candidate will be expected to comply with National, Specialty, Trust and Divisional governance arrangements and to actively support the governance teams. The successful applicant will be expected to participate in medical audit, and in Continuing Professional Development (CPD). All staff of the RCHT take part in the monthly rolling audit program. Many of the staff within the Oral, Maxillofacial and Orthodontic unit are



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engaged in audits related to their particular sphere of interest. The successful post-holder will be encouraged to carry out audits of their own and will be expected to aid and assist junior staff within the department with their audits

Governance

The post-holder will be expected to take an active part in all aspects of governance

University of Exeter Medical School (UEMS)

The first medical school in the South West was the Peninsula College of Medicine and Dentistry (PCMD), which first hosted students in Cornwall in 2004. In January 2012, the Universities of Exeter and Plymouth began the process of disaggregation Of PCMD, with the subsequent development of two separate medical schools. RCHT hosts students and research from UEMS, with the first cohort of Year 3 students hosted in the academic year 2015-16. The partnership with a Russell Group university, ranked 8th in the 2015 Times Good University Guide, with the ambition to develop world class research, is a truly exciting relationship.

The innovative undergraduate curriculum, combining both the science and the art of medicine, is integrated from the outset, incorporating basic science and clinical teaching in community and secondary care settings, mainly in small groups, using enquiry-based learning. NHS (SIFT) funding supports teaching and learning in the clinical environment. A robust system of Service Level Agreements (SLAs) is in place to ensure that the vast majority of teaching activity is captured in job plans and funded appropriately. All clinicians involved receive staff development appropriate to their involvement, e.g. academic mentoring, direct clinical teaching or assessment.

A substantial building - the Knowledge Spa - accommodates the academic and educational needs of the medical students. There is a substantial library for health professionals, and the public, as well as research space and incubation units for health-related businesses.

The European Centre for Environment and Human Health, part of UEMS, is located within the extension to the Knowledge Spa. Together with the undergraduate medical programme and postgraduate taught programmes, the Centre makes up the Truro Campus of the University of Exeter. This world leader in environment and health research also has laboratory space at the Penryn Campus of the University.

The Medical School's locality team, supported by administrative and clinical academic staff includes:

Prof. Nicki Saulsbury	Associate Dean for Cornwall / College Academic Director of International Education (HIV /GU Physician)
Dr Rob Taylor	Hospital Sub-Dean (Consultant in ED)
Dr. Julie Thacker	Hospital Sub-Dean (Associate Specialist), CFS Service
Dr. Sham Agashi	Community Sub-Dean (GP)
Mrs. Angela Lait	Senior Clinical Skills Tutor
Mrs. Viv Woodard	Programmes Manager



Consideration will be given to a suitable applicant being awarded a senior honorary academic title with UEMS. Subject to academic and/or educational performance, a joint academic / clinical appointment may arise, in line with the UEMS REF and TEF strategy.

The Directorate has a significant teaching commitment to the Medical School. It is anticipated that the post-holders will contribute towards this, the exact nature and timing of which to be agreed with the Speciality Director.

For further information and discussion relating to UEMS, please contact Prof. Nicki Saulsbury, Associate Dean for Cornwall on 01872 256453 or via email on n.saulsbury@exeter.ac.uk

Professional/Clinical Meetings

The post-holder will take part in the Dermatology Regional Network meetings as well as Head and Neck Oncology meetings that take place between Devon and Cornwall.

Regular departmental management meetings occur of which the post-holder will be an integral part.

Other regional specialty meetings occur through the year.

Job Plan:

A formal job plan will be agreed between the appointee and the Divisional Director, on behalf of the Medical Director, three months after the commencement date of the appointee. This will be signed by the Chief Executive and will be effective from the commencement date of the appointment.

The job plan for the first three months will be based on the provisional timetable included with this job description.

The Job Plan will then be reviewed annually, following the appraisal meeting. The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education and managerial responsibilities. It should provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives, including details of their link to wider service objectives, and details of the support required by the consultant to fulfill the job plan and objectives.

The post is remunerated at 10 PAs per annum which includes 2.5 PAs of SPA time for the first year for new consultants.

Provisional Timetable



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The following provides scheduling details of the clinical activity and clinically related activity components of the job plan that occur at regular times in the week. Agreement should be reached between the appointee and their Divisional Director with regard to the scheduling of all other activities, including the Supporting Professional Activities. Whilst the job plan is for 10 programmed activities there may be opportunity to take on further clinical sessions once appointed.

This timetable below is illustrative of the number and content of sessions for a full-time consultant (10 PAs). There will be changes in detail following consultation with the current post-holder. The timetable will need to be co-ordinated with the current consultant's program and will be subject to annual review.

This timetable below is the current job plan for this post (10PAs) but there could be changes to this timetable prior to the new post holder commencing. The timetable will be subject to annual review and changed depending on service need.

DRAFT Job Plan

Week 1

Monday	SPA	Admin
Tuesday	Clinic RCH	Joint Clinic
Wednesday	Theatre	Dermatology MDT
Thursday	Head and Neck MDT Theatre RCH	SPA
Friday	Clinic	SPA

Week 2

Monday	SPA	Admin
Tuesday	SPA	Joint clinic RCH
Wednesday	Theatre	Theatre RCH
Thursday	Head & Neck MDT	Clinic RCH
Friday	Clinic	Theatre RCH

Week 3

Monday	SPA	Admin
Tuesday	Clinic	Joint Clinic RCH
Wednesday	Theatre	Dermatology MDT
Thursday	Head and Neck MDT Theatre RCH	SPA
Friday	Clinic	SPA

Week 4

Monday	SPA	Admin
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Tuesday	SPA	Joint Clinic RCH
Wednesday	Theatre RCH	Theatre RCH
Thursday	Head and Neck MDT	Clinic RCH
Friday	Theatre RCH	Theatre RCH

On call availability

There is a commitment to a 1:3 on-call rota with prospective cover.

Profession Links

Oral and Maxillo-Facial Surgeons

There are currently two Maxillofacial Surgeons taking responsibility with members of the Head and Neck MDT team to manage Head and Neck cancers. They also support the dermatology team in the management of patients with facial skin lesions and metastatic skin cancer of the head and neck. Their junior staff has a strong presence in the Royal Cornwall Hospital Emergency Department. This new post member will join that team.

General Dental Practitioners(GDP) and General Medical Practitioners(GMP)

GDPs in both general dental practices and in the Primary Care Dental Service are the primary source of referrals from the whole of Cornwall. GMP's also provide a high number of referrals especially through the rapid access malignancy route.

Hospital Consultants and General Medical Practitioners

A number of referrals from other sources arise mainly from the Paediatric Consultants, dermatologists and ENT team.

6. Communications and Working Relationships

Internal Working Relationships

- Chief Executive.
- Medical Director.
- Team working with Divisional/Specialty Managers and administrative staff.
- Specialty Directors, Divisional Directors and Divisional Managers.
- Clinical leads of site specific multi-disciplinary teams.
- All doctors and multi-disciplinary teams throughout the Trust.

External / Other Working Relationships

- Organisations in the Local Health Community [Commissioners and Providers].
- Royal Colleges.
- Peninsula Medical and Dental School.



Health and Safety and Risk Management

In carrying out their duties the employee is required to take responsible care to avoid injury or accident, which may be caused by work. These duties must be performed in accordance with the Specialty/Division/Trust's Health and Safety Policy, which is designed to secure safety in working practice and in handling materials and equipment.

Hospital Policies

The Royal Cornwall Hospitals' NHS Trust is a dynamic organisation and therefore changes in the core duties and responsibilities of the role may be required from time to time. These guidelines are not a term or condition of contract.

We expect all our staff to share the values that are important to the Trust and behave in a way that reflects these. In keeping with the Trust's Standards of Business Conduct for Employees and the Equal Opportunities Policy, the post-holder is at all times expected to take responsibility for their own actions, support multi-disciplinary and partnership working and develop a working environment of courtesy, fairness and mutual respect.

The post-holder will have access to confidential information, which may only be disclosed to parties entitled to receive it. Unauthorised disclosure is a disciplinary offence.

The Royal Cornwall Hospitals' NHS Trust is a regulated organisation and as such, all post-holders must have their criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post.

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

This job description will be subject to annual review and amended to meet the changing needs of the Trust.

This job description is subject to the terms and conditions of service of the Royal Cornwall Hospitals' NHS Trust.

Please note:**Rehabilitation of Offenders Act**

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

If this post requires participation in exposure prone procedures, you will be required to undergo blood borne virus screening as appropriate.



Person Specification

ATTRIBUTES	REQUIREMENTS		METHOD OF ASSESSMENT
	ESSENTIAL	DESIRABLE	
QUALIFICATIONS	<p>GDC/GMC Registration with a Licence to Practice</p> <p>GMC Specialist Register for or within six months of obtaining CCT/CESR or European Community Rights at time of interview.</p> <p>Successfully completed the Intercollegiate Fellowship Exam in Oral and Maxillofacial Surgery or equivalent</p>	<p>Completion of a relevant surgical fellowship</p> <p>Has completed an educational supervisor training course</p> <p>Holds an ATLS certificate</p>	Pre-employment checking procedure.
EXPERIENCE	<p>Ability to manage patients with complex facial trauma</p> <p>Ability to manage patients with oral cancer</p> <p>Experience in the surgical management of temporomandibular joint pathology</p> <p>Broad experience of head and neck skin cancer surgery including metastatic disease.</p> <p>Effective participation in clinical audit.</p> <p>Training in teaching and experience of post graduate and undergraduate teaching.</p>	<p>Experience in performing sentinel lymph node biopsy</p>	CV and interview.



	Research relevant to the specialty and publications in refereed journals.		
PRACTICAL AND INTELLECTUAL SKILLS (INCLUDING ANY SPECIAL KNOWLEDGE)	<p>Excellent communication and interpersonal skills; adapts style depending on audience.</p> <p>Excellent IT skills.</p> <p>Conceptual and analytical skills.</p> <p>Speak fluent English to at least I.E.L.T.S level 7.5.</p>	To provide a range of personal and leadership skills to compliment the current department.	CV, interview and references.
DISPOSITION/ ADJUSTMENT/ ATTITUDE	<p>Flexible in approach and able to adapt quickly to changing priorities.</p> <p>Able to operate as a change agent and ability to work collaboratively with peers, MDT.</p> <p>Attention to detail in all professional tasks.</p>	To provide a range of personal and leadership skills to compliment the current department.	CV and interview.



<p>ADDITIONAL CIRCUMSTANCES</p>	<p>A Disclosure and Barring Service record check satisfactory to the organisation.</p> <p>Current and valid visa to allow work in the UK.</p> <p>OH clearance</p> <p>Three satisfactory references.</p> <p>To live no more than 30 minutes travel from hospital if an on-call rota is category A.</p> <p>The post-holder may be required to travel within and outside of the county, sometimes at short notice, and will be responsible for their own arrangements.</p>		<p>Pre-employment checks.</p>
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