

# Recruitment information pack



# 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 and 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.

## Reach your potential in hospitals that make history

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

## **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!

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# JOB DESCRIPTION

Imperial College Healthcare NHS Trust has an exciting opportunity for a Fellowship SpR Equivalent in Microsurgical Reconstruction to join the Trust Department of Plastic and Reconstructive Surgery for a 12 month fixed term period from February 2025.

The post holder will be one of 2 microsurgical fellows in the Department who will be expected to work together and provide guidance to the more junior Registrars in General Plastic Surgery. The successful applicant will be expected to have the experience for clinical activity as laid out in the job description. The post holder should have passed the FRCS(Plast) or equivalent exam at the time of commencing in post. The post-holder is encouraged to partake in and publish projects that have been established, as well as newer studies, and present the results at local and national meetings. Microsurgical experience such as previous Fellowship is desirable but not essential.

The post is based primarily at Charing Cross Hospital and to a lesser extent at the St Mary's site. The post holder will join the SpR on call rota covering all Trust sites.

The principle workload of the Plastic Surgery Service is cancer reconstruction; breast, head & neck, skin cancer; extremity trauma and elective hand surgery. The Department specialises in microsurgical reconstruction; head and neck reconstruction and breast reconstruction on the Charing Cross site; extremity reconstruction, providing Plastic Surgery services to the Trust's Level 1 Major Trauma Centre at St Mary's Hospital. The Department is responsible for the care of general Plastic Surgery patients with an emphasis on tertiary referrals and undertakes between 200-250 free flaps per year, manages approximately 150 open lower limb fractures and 30 complex upper limb injuries each year and provides a hand trauma service for injuries attending the St Mary's site.

Trust sites.

## THE POST

<b>Title of Post:</b>	Microsurgical Reconstructive Fellow SpR Equivalent
<b>Location:</b>	Imperial College Healthcare NHS Trust
<b>Responsible to:</b>	Mr Graham Lawton – Clinical Lead

### The Plastic Surgery Department:

The Plastic Surgery Service at Imperial College Healthcare NHS Trust offers a full range of Plastic Surgery procedures to local residents and a nationwide service to those requiring the unit's specialist expertise. The Department supports the Major Trauma Unit at St Mary's.

Inpatient services comprise general Plastic Surgery and the specialist service of breast reconstruction, extremity reconstruction, head and neck reconstruction and elective hand



surgery. Inpatients are accommodated in one Plastic Surgery ward and surgery is carried out in dedicated operating theatres on each site. There is, in addition, an excellent Day Surgery Unit at Charing Cross Hospital where both local and general anaesthetic day surgery lists are undertaken. There is a close relationship with many other departments across all the hospitals in the Trust and involvement in the multi-disciplinary head and neck oncology clinic, skin cancer clinic, lower limb clinic and breast reconstruction clinic.

The Department has offices on 12 floor East wing of the Charing Cross Hospital and in the Mint Cottage of St Mary's Hospital. The Department consists of 15 Consultant Plastic Surgeons, 2 Associate Specialists, 4 Specialist Registrars, 2 Microsurgery Fellows, 2 Extremity Reconstruction Fellows, 3 Trust Registrars, 1 Junior Hand Trauma Fellow and 15 SHOs.

**Mr Graham Lawton – Lead Clinician:** Specialist interest in major trauma, lower limb trauma and elective hand surgery

**Ms Liz Dex:** Associate Specialist

**Mr Jonathan Dunne:** Specialist interest in breast and head & neck reconstruction and skin cancer

**Mr Francis Henry:** - Specialist interest in breast and head & neck reconstruction.

**Mr Shehan Hettiaratchy:** Specialist interest in major trauma, lower limb trauma, and hand surgery.

**Ms Jude Hunter:** Specialist interest in breast reconstruction.

**Mr Matt Ives:** Specialist interest in hand and lower limb trauma.

**Professor Abhilash Jain:** Specialist interest in major trauma, lower limb trauma & hand surgery.

**Mr Navid Jallali:** Specialist interest in head & neck, breast reconstruction and skin cancer.

**Ms Lada Lysakova:** Associate Specialist

**Mr Arvind Mohan:** Specialist interest in major trauma, lower limb trauma & diabetic foot surgery.

**Ms Sophia Opel:** Specialist interest in major trauma, lower limb trauma & skin cancer.

**Mr Kshem Senarath-Yapa:** Specialist interest in major trauma, lower limb trauma & diabetic foot surgery.

**Mr Jon Simmons:** Specialist interest in major trauma, lower limb trauma & elective hand surgery.

**Ms Georgina Williams:** Specialist interest in head & neck and breast reconstruction

**Mr Simon Wood:** Specialist interest in head & neck, breast reconstruction & skin cancer.

## Role Summary

The duties of the post are performed mainly at Charing Cross Hospital but on call cover is provided across the 3 hospitals in Imperial College Healthcare NHS Trust; St Mary's; Charing Cross and Hammersmith Hospitals.

The post holder will join the Specialist Registrars' daily and on call rota. The post holder will be one of two Microsurgical Fellows in the Department. The 2 Fellows will be expected to work together to ensure organisation of the day to day work and to share out the microsurgical work equitably. The Fellow will work closely with all Consultants in the care of both routine and emergency clinical problems. It is expected that the post holder will have the opportunity to attend the majority of the microsurgical procedures; however, it is not to the exclusion of the experience and requirements of the Specialist Registrars training. The Microsurgical Fellow should reach a level that they learn to supervise less experienced trainees in microsurgery.

The post-holder will see all patients admitted to the Plastic Surgery Unit and perform a daily ward round with the other Specialist Registrars and junior doctors. The post-holder is required to see plastic surgical emergency patients in the Emergency Departments of the Trust Hospitals and patients referred to the service from other specialties in the Trust. The Fellow will be expected to provide support to the Major Trauma Centre at St Mary's Hospital. The Fellow will be expected to assist Consultants in the operating theatre and will undertake elective and emergency surgery personally, with supervision when appropriate. The Fellow will attend weekly outpatient clinics.

The Fellow with their colleagues will ensure adequate teaching and supervision is provided for the Plastic Surgery junior doctors. It is the responsibility of the Fellow to ensure that communication within the Plastic Surgery service is as effective as possible, keeping both the Consultants and Senior Nursing staff informed of the clinical management of all patients admitted to the Plastic Surgery wards.

Detailed protocols for clinical management are available in the department which the post-holder is expected to adhere to at all times.

## Educational objectives:

To develop the post-holder's clinical and surgical expertise in Extremity Reconstruction; however, this post does not currently have Post Graduate Dean approval. The post has been recognised by the SAC so that the successful applicant can prospectively apply for the time to be recognised for training.

The post-holder will be encouraged to partake in and publish projects that have been established, as well as newer studies, and present the results at local and national meetings.



## Further information:

We are not currently accepting any visitors to the Department. For further information about the posts please contact:

Ms Liz Dex, Associate Specialist Plastic Surgeon - [liz.dex@nhs.net](mailto:liz.dex@nhs.net)

Mr Frank Henry, Consultant Plastic Surgeon - [francis.henry@nhs.net](mailto:francis.henry@nhs.net)

Miss Jude Hunter, Consultant Plastic Surgeon – [judith.hunter7@nhs.net](mailto:judith.hunter7@nhs.net)

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# PERSON SPECIFICATION

Post: Microsurgical Reconstructive Fellow in Plastic Surgery  
 Clinical Lead : Mr Graham Lawton  
 Chief of Service: Mr Raj Bhattacharya

Attributes/skills	Essential	Desirable	Measurement
Qualifications Higher qualifications	GMC registration  Appropriate Royal College Membership	MD or equivalent  FRCS(Plast) or equivalent	Application
Relevant experience in specialty/Sub specialty	Experience or aptitude for clinical activity appropriate to job description	Year 7/8 on Specialist training or CCT. Previous microsurgical experience	Application/interview
Clinical skills	Appropriate to job description	Previous microsurgical experience in raising flaps and anastomoses	Application/interview Reference
Audit	Understanding of principles of clinical audit	Complete audits in previous year	Application/interview
Academic achievements including research/publications	Evidence of achievement appropriate to level of appointment	Evidence of regular published clinical research and presentations at national level	Application/interview
Teaching & training		Evidence of experience and skills in junior doctor training	Application/interview
Language	Ability to speak and write English to the appropriate standard necessary to fulfill the job requirements		Application/interview

Physical requirements	Meets professional health requirements Pre-employment health screening		Occupational health Interview
Communication Skills	Excellent written and spoken communications, ability to build rapport, work with others. IT skills and computer literacy		Interview
Patient Focused Skills	Empathy, understanding, listening skills, patience, social skills appropriate to different types of patient		Interview
Reliability	Punctuality, attendance, sense of responsibility		Interview/reference
Flexibility	Able to respond and adapt, to changing circumstances		Interview
Resilience	Ability to cope with setbacks or pressure		Interview
Thoroughness	Preparedness, commitment		Interview
Drive/Enthusiasm	Self-starter, motivated, shows interest and enthusiasm		Interview
Probity	Honesty, integrity, appreciation of ethical dilemmas.		Interview
Team Work	Ability to work well with colleagues	Ability to take a senior role to organize effective service delivery	Interview

## **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.