

Job Description

Post	Consultant in Urology
Salary	£93,666 - £126,281
Base	Cumberland Infirmary, Carlisle (working Trustwide)
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Hello and welcome,

The Department of Urology in North Cumbria Integrated Care NHS Foundation Trust is looking for an enthusiastic new colleague to join us on our journey to provide high quality urological care for the future in an organisation committed to clinical leadership and medical education.

We provide a 24/7 consultant of the week service for emergency urology patients, elective urology operating lists, outpatient treatments and clinics, supported by a Urology Registrar & Urology ACP.

There are 7 Urology Nurse Specialists, 2 Cancer Care Co-ordinators, 1 Healthcare Assistant and 1 Advanced Clinical Practitioner working across site at the Cumberland Infirmary and the West Cumberland Hospital. They provide a range of cancer and benign clinics with specialist interests.

A full range of diagnostic and therapeutic procedures are available including MRI Fusion TP biopsies, ESWL, Urolift, Urodynamics, Cystoscopy, etc. We are also looking to introduce Optilume & Rezum services.

The department contributes to a robust teaching programme for doctors in training, foundation doctors, Physicians Associates and Surgical Care Practitioners.

In January 2025, we are due to open a new Urology Investigations Unit at Cumberland Infirmary which will include several state of the art treatment rooms, clinic space and dedicated office suites.

This is an opportunity to join an organisation in which clinicians are at the forefront of urology management with opportunities to practice and expand the services and treatments offered, enabled through the opening of the UIU and through close working relationships with the management team.

About North Cumbria Hospitals

We provide Acute Hospital Care in Carlisle and Whitehaven for our local population of 320,000, supported by Community Services and 6 Community Hospitals.

We're on an exciting journey, with a commitment to clinical leadership, research, and medical education. A new medical school opens in Carlisle in 2025. Our Trust is a rewarding and friendly place to establish your career. There has never been a better time to join us in North Cumbria.



Urology Consultant

Job Plan (Illustrative)

We are looking for an enthusiastic surgeons to join 5 other urology consultants and 1 SAS doctor to deliver elective and emergency urological services. These posts offer the opportunity to develop sub specialist interests, to complement our current services. For those interested in taking on a role in leadership and management, the Trust offers opportunities for development and training.

We will work with you to shape your job plan upon successful appointment, review it with you after three months and then annually – so you can maintain the perfect fit. We are happy to explore portfolio roles with opportunities in academic posts, leadership and medical education. We will also provide the essential resources to support you in your duties, including administrative support.

Role Specific Duties

The unit runs a 24/7 urology emergency rota which the successful candidate will contribute to as the surgeon-of-the-week on a 1 in 5 week basis at the Cumberland Infirmary site. Elective activities are cancelled during the emergency week and the emergency service is supported via a registrar and ACP in hours.

The successful candidates will be expected to be trained and competent in the elective and emergency management of urological complications. Urology consultants work closely with other services within NCIC such as the community bladder teams and Surgical Same Day Emergency Care department to provide prompt urology interventions.

As a senior employee of the Trust, the post holders will be expected to co-operate with and support medical, clinical and managerial colleagues in delivering high quality care for patients within the Trust.

Multi-disciplinary Team Meetings

MDTs are held in a dedicated facility at the Cumberland Infirmary with robust video links to our tertiary centre and supported by co-ordinators.

Your Commitments

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

- Comply with GMC guidance, all clinical risk processes and national and local infection control policies and procedures.
- Audit your clinical outcomes, report clinical incidents and alert the Trust to risk.
- Lead on compliance with best practice and national mandatory audits.
- Participate in annual appraisal and work to foster good team relationships.
- Communicate effectively with all departments within the hospital, with our GP colleagues and other hospitals, to ensure continuity and effective care for each patient.

- If required, to meet constitutional standards, support with waiting list initiative workload.
- Respond to patient complaints in line with our policies.
- Support the Trust's financial sustainability by collaborating and behaving responsibly with operational directors on budget issues.
- Help us keep services running smoothly by giving at least 6 weeks' notice for annual and study leave.

Teaching

We are passionate about teaching, and you will be able to play your part in teaching the next generation of doctors, nurses and other allied health professionals. You will have the opportunity to contribute to the recruitment of junior staff and to supervise their education, appraisal, study leave, annual leave and rotas. We will support you in keeping up to date on educational developments. If you are a new consultant you'll be asked to enrol on an educational supervisor accredited course by our medical education department. We have a growing experience and have been at the forefront of teaching and implementation of Physician Associate and Advanced Clinical & Surgical Practitioners.

It is an exciting time to join us as we work with the University of Cumbria and Imperial College London to launch the Cumbria Medical School in 2025. Our vision is to be a leading organisation for medical leadership, education and training.

Research

We have an active research and innovation department and actively contribute to local and national research projects. The well-established research team has an excellent track record of helping people in Cumbria take part in clinical trials, with access to dedicated research treatment rooms in our new Research and development Unit on the Carlisle site. We encourage newly appointed colleagues to become principle investigators and offer full training and support.

Values

We care passionately about our values of kindness, respect, ambition and collaboration as we believe they will contribute to us all making our service better, for all.

We will ask you to demonstrate these values during the recruitment process and throughout your appointment – and you can expect the same from us.

Appointment and Employment

The post will be appointed to under the terms and Condition 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 no more than 30 minutes away from your base, unless specific approval is given by the Chief executive and Medical Director. You will need to be contactable by the Trust at all times.

Every consultant must adhere to the Trust policies and procedures including documentation of all activity.

Establish your career in North Cumbria

At North Cumbria Integrated Care NHS Foundation Trust we can help you develop a career in an area of outstanding beauty and opportunity that can support you, your family and your interests.

We are happy to offer flexibility enabling you to fulfil your career with opportunities to lead, educate and innovate in a region that will allow you and your family to enjoy life to the full, whatever your interest's maybe.

Considering to Apply

For more information or to arrange to come and meet us, please contact

Ron.Eifell@ncic.nhs.uk

Collaborative Chair, Surgical Care

Emily.Dickson2@ncic.nhs.uk

General Manager for Urology

Please see the Person Specification below and our Appendix which contains more detailed information about our Hospitals and services.

Our website <https://www.ncic.nhs.uk/>

About North Cumbria and our Hospitals

The Trust has two district general hospitals providing acute and elective care for North Cumbria. We also receive some referrals from the South of Scotland and Northumbria. Each site has an Emergency Department and receives unselected takes via our Emergency Assessment Units. We receive trauma, orthopaedic, obstetrics, general medicine and surgery as well as paediatric cases.

There are modern operating theatres and an ITU on both sites, a Cardiac Catheter Laboratory providing PCI at Carlisle, a renal service with haemodialysis on both sites. There is a co-located Cancer Centre on the Carlisle site.

We have active postgraduate teaching centres attached to each of our hospitals and a newly opened research and innovation centre at Carlisle.

The Trust currently has a £40m development programme for our West Cumberland Hospital site, and plans for a new £20m Community Diagnostic Centre proposed to open in 2024.

A £15m business case has recently been approved, and plans are now in development, for a new Endoscopy Suite at the Cumberland Infirmary, Carlisle, including 5 endoscopy rooms.

In addition, the Trust is about to embark on a £40m programme to procure and implement a modular, integrated and interoperable electronic patient record (EPR).

Due to our geography we deliver a broad range of clinical services which are not typically found in other district general hospitals.

NCIC has a state of the art Simulation Suite at the James George Education Centre, Carlisle, enabling the delivery of high quality simulation in a safe & supportive environment. Our simulation training programme meets the curriculum needs across Undergraduate & Postgraduate Medicine, Nursing & Allied Health inter-professional learning. We work mainly in the sim suite but have also delivered training in situ (Operating theatre/Northern Cancer Centre/WOP's at WCH) and in the pre-hospital setting for Mountain Rescue.

We have close teaching, research and academic links with the University of Newcastle, and the University of Central Lancashire, receiving students at all clinical training points. A new Medical School is about to open in 2025 within the City of Carlisle with which we will be providing clinical training.

North Cumbria can boast a wealth of places with historic interest and stunning countryside with the Lake District National Park on our doorstep. With excellent schools, a wealth of leisure facilities, alongside affordable housing, the perfect work-life balance couldn't be easier to achieve.

Person Specification - Consultant In Urology

Item	Essential	Desirable
Qualifications and Training	<p>Valid Full Registration with the General Medical Council,</p> <p>Fellowship of the Royal College of Surgeons or equivalent</p> <p>Relevant CCT, CESR or equivalent (equivalence must be confirmed by PMETB/GMC by date of AAC)</p> <p>On the Specialist Register for the above or within 6 months of being admitted to the Register by the AAC date</p>	<p>Other relevant medical and non-medical training/degree</p> <p>MD or PhD degree</p> <p>Other relevant postgraduate qualification</p>
Skills/Knowledge	<p>Ability to offer expert opinion on clinical specialist problems in Urology Surgery</p> <p>Demonstrate sound wide-based knowledge and offer opinion on Urology surgical conditions</p> <p>Ability to take full and independent responsibility for urology surgical patients.</p>	<p>Proven track record in undertaking research projects.</p>
Experience	<p>High level of clinical experience and competence in the management of the breadth of common urological surgical conditions</p> <p>Demonstrate adequate surgical experience of index urology surgical procedures and operations.</p> <p>Experience of training and supervising junior medical staff and students.</p>	<p>Logbook demonstrating independent urology experience and practice.</p>
Leadership and Management	<p>Evidence of participation in clinical audit</p> <p>Ability to lead a surgical team</p> <p>Commitment to continuing medical education, appraisal and clinical governance.</p>	<p>Demonstration of implemented change in clinical practice</p>

Research and Teaching Experience	<p>Undergraduate and postgraduate teaching experience</p> <p>Ability to critically appraise research and apply research outcomes to clinical problems</p> <p>Ability to supervise junior staff undertaking research projects</p>	<p>Formal teaching experience at undergraduate or postgraduate level</p> <p>Publications in peer reviewed journals</p>
Personality and Disposition	<p>Ability to work as part of a multi-disciplinary team</p> <p>Excellent communication skills and team working with patients, colleagues, managers and other staff</p> <p>Enquiring and critical approach to work</p> <p>Ability to organise workload efficiently</p> <p>Demonstrates empathy to patients</p> <p>Cope well in stressful work situations</p> <p>Work with enthusiasm and shows initiative</p>	<p>Willingness to undertake additional professional responsibilities at local, regional and national levels.</p> <p>A special interest to complement that of the existing post-holders</p>
Personal Circumstances	<p>Ability to travel to fulfil the requirements of the post with a flexible approach to working</p>	

As senior members of medical staff, successful candidates will be expected to deliver a high standard clinical service in accordance with contractual requirements. Appointees will be expected to provide leadership for members of the clinical team. In addition, we are seeking to employ individuals who can deliver teaching and contribute to research within the department. We expect individuals to uphold the Trust's values and follow procedural and operating policies.

Appointees will be expected to work with other consultants to maintain high performance and skills in clinical performance, leadership and management, clinical governance, education, team working and accountability. Appointees will be expected to:

- Continuously develop and deliver the elective and emergency urology service in line with unit and Trust objectives.
- Lead day-to-day care of urology patients in line with unit requirements
- Support clinical decision making of junior medical and nursing staff
- Provide training for junior members of staff and medical students
- Provide effective educational and clinical supervision for post-graduate doctors in training.
- Contribute to Trust and departmental clinical governance processes to improve care for patients within the service.
- Take responsibility for risk management

- Participate in Appraisal and Revalidation processes as per Trust policy.
- Work within the team to achieve team objectives.

Indicative Job Plan

Below is an example job plan. A job plan will discussed upon offer of post and a formal job planning meeting will be held on appointment.

	AM	PM
Monday	Admin	SPA
Tuesday	Clinic	
Wednesday	Theatre	Theatre
Thursday	Biopsy List	MDT
Friday	Clinic	Admin / SPA

Elective activities will be stood down during on-call weeks.