

Recruitment information pack



FAST FORWARD YOUR CAREER

BE PART OF A SUPPORTIVE TEAM

WORK ALONGSIDE WORLD LEADING EXPERTS



RESEARCH OPPORTUNITIES

SUPPORTIVE AND COMMITTED SUPERVISORS

EXPERIENCE LATEST TECHNOLOGIES AND THERAPIES



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 or 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.

Reach your potential in hospitals that make history
Charing Cross | Hammersmith | St Mary's |
Queen Charlotte's & Chelsea | Western Eye

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.

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

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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.

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!

JOB DESCRIPTION

Job title	Senior Fellow in Shoulder Surgery
Directorate/ department	Trauma
Division	Surgery and Cancer
Main site of activity	St Mary's Hospital and Charing Cross Hospital
Responsible to	Head of Specialty: Mr Chris Jordan
Accountable to	Clinical Director: Mr Ian Sinha
On call (to include frequency and details of supplements)	1B

1. Background to the post

Imperial College Healthcare NHS Trust is proud to advertise a Senior Fellow post in Shoulder Surgery. We are the largest NHS trust in England, and together with Imperial College London we are one of the UK's first academic health science centres (AHSCs). Our five hospitals offer major advances in patient care, clinical teaching, and scientific invention and innovation. The post holder will have the opportunity to learn techniques of primary and complex / revision shoulder surgery at the regional Major Revision Centre at Charing Cross Hospital. The successful candidate will also gain exposure to orthopaedic trauma at the Major Trauma Centre at St Mary's Hospital.

Our fellowships prioritise *professional development, surgical autonomy and the ability to teach others*. Fellows are expected to leave the programme being confident, independent operators ready for practice and equipped to train. Fellows are given dedicated time to and are expected to contribute to the research opportunities on offer.

Specialty & Consultant staff in the department are as follows:

Specialist Upper Limb Service

Mr P Reilly

Mr D Griffiths

Mr R Anakwe

Mr S Sabharwal

Miss L Li

Specialist Pelvic and Complex Hip Service

Mr A Lewis
Mr J Daurka
Mr C Jordan

Specialist Trauma & Lower Limb Service

Mr R Bhattacharya
Mr M Pearse
Mr S Naique
Mr D Nathwani
Mr I Sinha
Mr D Spicer
Mr R Strachan
Mr R Thomas
Mr A Liddle
Mr G Jones
Mr E Matthews

Specialist Paediatric Service

Mr C Gupte
Mr I Sinha
Mr K Sarraf

Specialist Lower Limb Service (Foot & Ankle)

Mr P Rosenfeld
Mr N Mushtaq
Mr N Sivanadarajah

The senior medical staff are supported by up to 18 SpRs, 12 SHOs, 4 Foundation Year 1 doctors. There are also 8 Senior Fellows.

2. The role

Post-FRCS, Senior Fellow-level applicants nearing the end of or beyond their formal training from the UK and around the world are invited to apply to join the Trauma & Orthopaedic Department at St Mary's and Charing Cross Hospitals in the capacity of a Senior Fellow in Shoulder Surgery post. The fellowship is available from October 2024 for 12 months.

The Upper Limb Unit has one Fellow and three SpRs under the supervision of Mr Peter Reilly, Mr Dylan Griffiths, Mr Andrew Forrester and Mr Sanjeev Sabharwal, and offers a comprehensive approach to upper limb surgery. The Fellow post is suitable for surgeons with special interests in Shoulder and Elbow surgery.

Our upper limb service covers all aspects of Shoulder and Elbow Surgery. This includes arthroscopy, arthroplasty, post-traumatic reconstruction, complex trauma management as well as primary and revision surgery.

Each of our surgeons has special and complementary interests. Fellows have the opportunity of designing their Fellowship to suit their individual needs and interests.

The unit is active in clinical research and fellows have to the opportunity actively contribute to new and ongoing research. Research and teaching are regarded as an integral part of the job.

Key Features of this fellowship and department

- High volume operating (trauma & elective)
- Major Trauma Centre experience
- Research systems and support staff in place
- Teaching opportunities on local courses
- International reputation with good world wide connections
- High success rate at future consultant appointments having left the fellowship

The elective centre at Charing Cross has been designated a regional Major Revision Centre and handles all the elective practice of Imperial College Healthcare NHS Trust. The Major Trauma Centre at St Mary's provides a huge opportunity to gain experience in the management of and surgery related to, high volume major trauma and polytrauma.

The successful candidates will join a young and vibrant department, with additional opportunities to conduct research, take part in leadership and audit programmes and help organisation of middle grade work. Many of our previous candidates have progressed on to consultant posts.

PERSON SPECIFICATION

Post: Senior Fellowship in Shoulder and Elbow Surgery

Attributes/skills	Essential	Desirable	Measurement
Qualifications	GMC registration with license to practice by commencement of the post	Higher degree	Application form
Higher qualifications	FRCS (or equivalent)		Application form

Relevant experience in specialty/Sub specialty	Experience or aptitude for clinical activity appropriate to job description		Application/interview
Clinical skills	Appropriate to job description		Application/interview/reference
Teaching & Training		Exposure to teaching medical students and junior colleagues	Application/interview/references
Audit	Understanding of principles of clinical audit	Prior involvement in or completion of audit projects	Application/interview/references
Academic achievements including research/publications		Prior involvement in research at any level	Application/interview
Language	Candidates are able 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	Adequate written and spoken communications, ability to build rapport, work with others. IT Skills and computer literacy		Interview/references
Decisiveness/Accountability	Ability to take responsibility		Interview/references
Patient-Focused Skills	Empathy, understanding, listening skills, patience, social skills appropriate		Interview/references

	to different types of client		
Reliability	Punctuality, attendance, sense of responsibility		Interview/references
Flexibility	Able to change and adapt, respond to changing circumstances		Interview/references
Resilience	Ability to cope with setbacks or pressure		Interview/references
Thoroughness	Preparedness, commitment		Interview/references
Drive/Enthusiasm	Self starter, motivated, shows interest		Interview/references
Probity	Honesty, integrity, appreciation of ethical dilemmas		Interview/references
Team Work	Ability to work well with colleagues		Interview/references

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.

Shortlisted candidates may discuss the post and request visits with:

Mr Peter Reilly p.reilly@imperial.ac.uk

Mr Sanjeeve Sabharwal sanjeevesabharwal@nhs.net