

BETSI CADWALADR UNIVERSITY HEALTH BOARD

(Central Site – Ysbyty Glan Clwyd, Rhyl, North Wales)

FIXED TERM CONSULTANT PHYSICIAN IN ACUTE MEDICINE (12 MONTHS) (WITH OPTIONAL SPECIALTY OF INTEREST)

Introduction

There are exciting new posts supporting the expansion of the Acute Medicine Service in the Emergency Quadrant (EQ) at Glan Clwyd Hospital. The EQ consists of the Emergency Department (ED), Acute Medical Admissions Unit (AMU), Surgical Admissions Unit (SAU), Same Day Emergency Care (SDEC) Unit and Acute Frailty Unit.

This is an exciting opportunity to provide the vision and develop provision of acute medical services in central North Wales, one of the most beautiful areas in the country.

The post holder will join a team of 4 Acute Physicians, and 15 General Physicians, each with a specialty interest and 8 cardiologists providing secondary and tertiary level cardiology services. Which are attached to the North Wales Cardiac Centre, which is located on the Glan Clwyd Site.

The posts are open to people who would like to consider working fulltime or part time and can be flexible both within acute medicine sub-specialties i.e. SDEC (Ambulatory medicine), acute intake or acute short stay medicine but can also accommodate other medical sub-specialty interests and qualifications including renal, diabetes, gastroenterology, geriatrics/frailty/stroke and respiratory medicine.

Posts can be created to suit working preferences ranging from 10 or more sessions (a session in the Welsh consultant contract being 3.75 hours) worked across 3-5 days to 5-6 sessions worked across 23 days with the ratio of DCC: SPA typically being 7:3.

Professionally responsible to: Executive Medical Director

Managerially accountable to: Clinical Director in Emergency Care

Overall accountability: Chief Executive Officer

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1. Job Summary

These posts are in Acute Medicine and based at Glan Clwyd Hospital, Rhyl, and North Wales. Presently there are 4 acute physicians based at Glan Clwyd Hospital.

The appointee may also wish to undertake sessions in the sub-speciality area of their choice. This could include: Elderly Care, Stroke, Cardiology, Frailty, Respiratory Medicine, Gastroenterology, Renal Medicine, or Diabetes & Endocrinology.

2. The Post:

The vision of the acute medicine team in YGC is to provide a comprehensive acute medical service, interfacing with the specialty and GIM services in the hospital. The successful applicant will provide consultant level support to the 3 key areas of acute medicine.

SDEC: Our SDEC unit, located in the emergency quadrant, provides facilities for ambulatory medicine and surgical specialties with access to radiology support for same day investigations as appropriate. SDEC is provided 7 days a week, and expansion of the consultant workforce will enable dedicated senior decision maker support to the unit, maximising its potential to provide care to patients in the urgent and emergency care setting whilst avoiding unnecessary admission to hospital. There is a DVT service attached to the SDEC.

Medical Short Stay: within the emergency quadrant, medical short stay beds provide accommodation for patients who have been seen by a consultant level decision maker and have a short anticipated length of stay (up to 48 hours). Those patients are managed by the acute physician team and supported by an MDT composed of medical trainees, ANP, PAs, and a therapy team. Work is underway to review the therapy requirements to provide an integrated team across all areas of the EQ.

Acute Medical Intake: cover for the acute medical intake is shared between the acute medical team and the General Physicians with a specialty interest. Day time Consultant level cover is provided by Acute Physician consultants who take responsibility for the care and review of patients, supporting the clerking trainee/ANP/PA workforce through the course of the day. Currently evening and weekend cover is provided by the General Physicians with a specialty interest. As there is expansion of Acute Physician consultant numbers, it is anticipated that the Acute Physicians will contribute to

cover some evening on call shifts. There will be consideration for time in lieu for out of hours working.

There is specialty physician in-reach into the EQ each morning.

The acute medical intake team will see between 35-50 patients each day, as part of the service development we are looking to expand the senior support to the SDEC unit to allow more of these patients to be managed on an ambulatory basis. The acute physician will see between 8 -12 patients on the post take ward round, when covering SDEC or short stay ward between 6-10 patients. SDEC takes referrals from primary care, direct from the Welsh Ambulance Service (WAST) and from ED triage/START.

Close team-working between the various specialties in the EQ (ED, Medicine and Surgery) facilitates early senior decision making, a pull model of patients into medicine from ED provides patients early access to appropriate clinical pathways. The medical assessment process receives excellent support from the adjacent main Radiology Department which offers a rapid and comprehensive investigative facility.

Job plans covering a wide variety of scenarios can be offered and tailored to candidates individual requirements in line with the objectives for service expansion. All job plans will be agreed both individually and as a team to provide cover for each of the acute medicine clinical areas.

A number of examples of potential job plans are outlined below, for your interest.

a) 6 sessions – SDEC preference

	Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sunday
morning	Short Stay Ward round 0900-1245	SPA	Uncontracted time			Short Stay WR 1:6 (10-1245)
afternoon	SDEC 1315-2000	SPA				SDEC 1:6 1315-2000
evening						

b) 10 sessions – mixed acute physician duties with other medical subspecialty interest



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	Monday	Tuesday	Wednesday	Thursday	Friday	Sat/ Sunday
Morning	Uncontracted time	0800-0930 PTWR 0930-1700 acute medical on-call consultant 1700-1730 consultant handover	Medical subspecialty day 0900-1245 1315-1700	SPA	Alternating weeks SPA 0900-1630 with clinical PTWR and on-call day as per Tuesday 0800-1730	Short Stay WR 1:6 (10-1245)
Afternoon				SPA		SDEC 1:6 1315-2000
Evening						
			On call 1 week in 4 1700-2130			

- c) 10 sessions pure acute medicine
- d) 50:50 split job between acute medicine and a specialty (this may be available for some medical specialties so if you are interested please contact Dr Hari Nair or Dr Kumwenda. The indicative job plan would then be 2-3 months of job plan
- c) Alternating, which includes 2 sessions of specialty, with a 10 session job plan in the specialty of your choice which would include 2 sessions (1 day) of acute medicine a week and 4 days of specialty medicine.

	Monday	Tuesday	Wednesday	Thursday	Friday	Sat/Sun
Morning	PTWR 0800–0930 acute medical on call consultant 0930–1700 Consultant handover 1700-1730	SPA	Short stay ward round 0900-1245	SPA	Uncontracted ↓	Short stay WR 1:6 1000-1245 SDEC 1:6 13:15-2000
Afternoon		SPA	SDEC 1315-2000	Uncontracted		



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	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Board round Ward round 0830-1245 alternate weeks/ specialty clinic/list/ Activity 0900-1245	0800-0930 PTWR 0930-1700 acute medical on-call consultant 1700-1730 consultant handover	Board round ward round 0830-1245 alternate weeks/ specialty clinic/list/activity 0900-1245	Board round 0830-0900 alternate week SPA 0900-1245	Board round ward round 0830-1245 alternate weeks/ specialty clinic/list/ activity 0900-1245
Afternoon	SPA 1315-1700		Specialty clinic/list/ procedures 1315-1600	SPA 1315-1700	Specialty clinic/list/ Procedures 1315-1700

There is a dedicated team supporting the consultants on EG, currently consisting of 1 SpR, 1 CT Trainee, 1 FY2, 1 FY1. There is also support from 2 ANPs and a Physicians Associate attached to the team.

The post holder would be encouraged to develop clinical, leadership, teaching, training or academic specialist interests alongside their clinical role and each consultant role is allocated appropriate SPA in which to develop these interests.

Consultants in Acute Medicine

Dr H. Nair – Clinical Lead

Dr T. Dacruz

Dr G. Sreemantula

Dr S. Pillai

3. The Medical department:

The post holder will join a team of 19 Consultant Physicians at Glan Clwyd Hospital responsible for the provision of acute and specialist medicine services.

The appointee will have the option of undertaking up to 2 sessions in the medical sub-specialty of their choice. Each specialty of interest OPD activity is in line with RCP recommendations for new and review patients.

More information can be obtained from the following Clinical Leads:

Acute Medicine:	Dr Hari Nair	Hari.Nair@wales.nhs.uk .
COTE and Acute Frailty Medicine:	Dr Indrajit Chatterjee	Indrajit.Chatterjee@wales.nhs.uk .
Diabetes & Endocrinology	Dr Aye Nyunt	Aye.Nyunt@wales.nhs.uk .
Gastroenterology:	Dr Aram Baghomian	Aram.Baghomian@wales.nhs.uk .
Renal Medicine:	Dr Hari Nair	Hari.Nair@wales.nhs.uk
Respiratory Medicine:	Dr Daniel Menzies	Daniel.Menzies@wales.nhs.uk
Stroke Medicine:	Dr K Ganeshram	Krishnamurthy.N.Ganeshram@wales.nhs.uk
Medical Subspecialties	Dr M Kumwenda	mick.kumwenda@wales.nhs.uk

You will provide a clinical service, with colleagues, which will include the responsibility for the prevention, diagnosis and treatment of illness in any subspecialty you are appointed to.

Consultant leadership: Working with consultant physician colleagues to develop alternatives to hospital admission such as ambulatory care, hot clinics and specialty urgent care pathways as part of, quality improvement and service development initiatives, for which SPA time is provided in your job plan.

Education and Training: You will be named [if appropriate] in the contracts of junior staff as the person expected to act as Educational and Clinical Supervisor for junior medical staff; overseeing their training and being the initial source of advice for doctors regarding their careers, within the guidelines of the specialist bodies and Royal Colleges. Wales has implemented a tripartite agreement between the BMA, Deanery and Health Boards which agrees specific SPA time in job plans to provide clinical or educational supervision as required.

4) Ysbyty Glan Clwyd - Leadership of the YGC DGH site

Director of Operations:	Mrs Nicola Eatherington
Medical Director:	Dr Andrew Foulkes
Clinical Director EQ:	Dr Tom O'Driscoll
Clinical Lead Acute Medicine:	Dr Hari Nair
Clinical Director Medical Specialties:	Dr Mick Kumwenda

Glan Clwyd Hospital provides centralised services for interventional cardiology, vascular surgery and neonatal paediatrics for North Wales. Similarly, the North Wales Cancer Centre is co-located within the same site and provides inpatient and outpatient services for the whole population of North Wales.

The hospital underwent a £150 million redevelopment to overhaul and replace each department.

This was completed in 2018, the purpose-built Emergency Quadrant which comprises the Emergency Department, SDEC Unit, and Acute Frailty Unit also houses the Surgical Assessment Unit (SAU) and Medical Assessment Unit (AMU).

The Cardiac unit provides primary PCI services to the population of North Wales as well as secondary care cardiology services to YGC.

The Radiology Department offers a full range of facilities, including CT and MRI with an electronic PACS for immediate image viewing. There are excellent pathology facilities within the hospital,

The Acute General Surgical Service is at present led by 17 consultants offering a range of General Surgical sub –specialties, including colorectal, upper GI, Vascular and breast. There are 9 theatres including a recently built AR theatres. A Critical Care unit with 12 beds supports the site, led by dynamic intensivists.

Audit and Governance

The Department of Medicine has monthly governance and audit meetings and weekly Physicians' Grand Round. The EQ also has weekly governance and audit meetings that are complimented with learning and development sessions. There is also a hospital weekly lunchtime clinical conference. There is a dedicated Clinical Governance Unit and Audit Office with permanent staff to support.

The successful candidate will participate in the specialty's teaching/audit sessions and Research. We are a University Health Board and you will be encouraged to participate in or actively support research and development in line with our Research and Development strategy and in discussion with the Director of Research and Development. The time required for supported research activities will be agreed through the job planning process.

The post holder will be required to participate in BCUHB's risk management process and in clinical audit and other healthcare governance activities within the department, the Directorate and the organisation.

Teaching

The post holder will be expected to provide professional supervision and teaching for junior medical staff. There is a regular teaching commitment with resident students from Cardiff, Swansea, Liverpool and Manchester with the majority of foundation doctors appointed from these Universities.

A core curriculum is taught to FY1, FY2, CMT and ST Doctors and there are also regular MRCP tutorials. Glan Clwyd Hospital hosts MRCP PACES examinations and several of the consultant physicians are PACES Examiners. The post holder will be named (where appropriate) in the contracts of junior staff as the person expected to act as Educational or Clinical Supervisor for junior medical staff assigned to them; over seeing their training and being the initial source of advice for doctors regarding their careers, within the guidelines of the specialist bodies and Royal Colleges.

You will be responsible for carrying out training, teaching, examination and accreditation duties as required and for contributing to and participating in postgraduate and continuing medical education activity, locally and nationally.

Contract

The successful candidate will be appointed under the favourable terms and conditions of the Welsh Consultant's Contract. Medical Secretary Support and office accommodation will be arranged on the Glan Clwyd site. A PC with full access to BCUHB patient information systems will be made available as will internet/intranet access. Mentorship for the post holder will be available.

Annual/Study Leave In line with current medical and dental terms and conditions. The Health Board is willing to provide financial support to the post holder to assist them achieve their approved CPD programme.

Postgraduate facilities are excellent, with a dedicated centre and a large, state-of-the-art, awardwinning Library within the hospital complex. A facility for medical student teaching, forming part of the Medical School University of Wales, Cardiff opened on site in 2006 (North Wales Clinical School).

Glan Clwyd Hospital is situated in the centre of the North Wales countryside close to the coast and the spectacular Snowdonia National Park.

Access by mainline train or road to Merseyside, Greater Manchester and the Midlands is straightforward, together with the ferry to Dublin from the port of Holyhead.

The A55 North Wales expressway provides access between the 3 DGH sites across the HB and on to the national motorway 5 network.



The historic city of Chester can be reached within 30 minutes and the cities of Manchester and Liverpool are one hour away. Both of these have international airports. Rhyl railway station is on the main London-Holyhead line with a direct journey to London of 3 hours.

There are numerous attractive options for places to live in the local area (house prices compare favourably with other parts of the UK), and there is a range of high quality state and independent schools.

North Wales is home to the popular seaside holiday resorts of Colwyn Bay, Llandudno and Prestatyn, nestled close to beautiful countryside and spectacular mountain scenery. The area is rich historically with castles, churches and stately homes and gardens, and has its own distinctive heritage and culture. St Asaph and Llangollen have annual festivals, and there are numerous other cultural, agricultural, and food festivals and shows.

The Theatre Clwyd in Mold and Venue Cymru in Llandudno are major performing arts centres.

The mountains of Snowdonia are within a short drive of the Hospital, with access to vast range of outdoor pursuits. The beaches of the North Wales coast, Anglesey and the Llyn Peninsula are some of the finest in the British Isles where all types of water sports and leisure activities can be enjoyed.

5) Betsi Cadwaladr University Health Board, North Wales

Betsi Cadwaladr University Health Board is the largest healthcare organisation in Wales, with responsibility for the health of nearly 700,000 people, 22% of the population of Wales. The region also attracts some 8 million overnight visitors and 17 million day tourists each year.

With a budget of approximately £1.2 billion, the Health Board employs over 16,000 people and provides acute, intermediate, mental health and community services, and also oversees primary care services to the population of North Wales.

The Board also provides a number of DGH and mental health services to the population of North Powys. The Board provides tertiary care services either in house (primary PCI) or commission's services including Major Trauma (Stoke), cardiothoracic surgery (Walton) and Neurosurgery (Walton).

As a University Health Board, we collaborate in research and development and offer joint academic posts with Bangor University and Glyndwr University.

Key Health Board personnel for this post are:

Chief Executive - Gill Harris (interim)

Executive Medical Director - Dr Nick Lyons

Executive Director of Nursing and Midwifery - Angela Wood

The Health Board is divided into 3 integrated communities, YGC Hospital being the main DGH for the central community.

Integrated Community Director – Libby Ryan Davies

Integrated Community Medical Director – Tom Davies

6) General Information and Conditions of Service

You will be required to adhere to the principles of good medical practice laid down in the guidance of 'Good Medical Practice' issued by the General Medical Council.

You will be required to participate in the LHB's risk management process and in clinical audit and other healthcare governance activities within the department, the directorate and the LHB.

Adherence to Caldicot Principles is mandatory.

The post holder will be positively encouraged to participate in research and development in line with UHB Commissioner and NHS priorities. Levels of audit and research activities will be agreed through the job planning process.

You will be required to participate in the UHB's Appraisal Scheme and to formulate a Personal Development Plan, in conjunction with the Clinical Director, to identify training and development needs. You will be expected to participate in personal and professional development to fulfil Royal College CME requirements.

You will also be required to undergo annual job plan review and meet service outcomes. The Health

Board will provide the appropriate support for continuing professional development. The Health Board has the required arrangements in place to ensure all doctors have appraisal with a trained appraiser and supports doctors going through the revalidation process.

The post holders will be expected to make a significant contribution to the directorate planning process through active participation in the clinical directorate structure.

You may be asked to contribute nationally to support the NHS in Wales.

There is a requirement to work within the financial and other constraints determined by the Health Board and set out in the integrated medium term plan (IMTP) and you will be expected to contribute to the development and annual review of the IMTP. Additional expenses or resources of any kind must not be committed without the approval of the appropriate manager/budget holder.

Subject to the terms and conditions of service, you will be expected to observe all relevant policies and procedures of the Health Board, drawn up in consultation with the professions, where they involve both clinical and nonclinical matters.

You will be expected to be familiar with and comply with local and national employment and Human Resources policies and procedures in the management of employees of the Health Board. You will be required to ensure that arrangements are in place for the organisation of medical staff and that they are allocated duties in accordance with the work of the specialty and within the level of their competence.

Travelling if necessary between hospitals/clinic will be required to undertake such duties and time will be allocated in the DCC and time for lunch/rest time as per Welsh consultant contract.

Consultants need to adhere to all UHB and local policies which cover radiation exposures as currently outlined in IRMER regulations.

Any offer of appointment will be subject to the receipt of three satisfactory references.

The nature of the work of this post is exempt from the provisions of Section 4 [2] Rehabilitation of Offenders Act 1974 [Exemption Order 1975]. You are, therefore, not entitled to withhold information about convictions under the Act and, in the event of employment; any failure to disclose such convictions could result in dismissal or disciplinary action by the Health Board. Any information will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.

Travelling expenses will be reimbursed for only one pre interview visit and only then if you are selected for interview. In the case of travelling from abroad, traveling expenses are payable only from the point of entry into the UK.

In the event of the successful candidate declining the offer of employment, no expenses will be reimbursed.

Reimbursement for Relocation Expenses when appointed will be considered and will be in accordance with the Health Board policy at the time of appointment.

You will be required to declare at all times any financial interests you may have in respect of agencies with whom the Health Board may enter into contract for the supply of goods and/or services. These will include the receipt of hospitality, funding for travel or conferences or goods in kind. Such interests should be communicated, in writing to Board Secretary and also declared on any application for study or professional leave.

The terms and conditions of service, including pay, are determined by the Medical and Dental Staff (Wales) Handbook and the General Whitley Council Conditions of Service and any changes to those conditions which the Minister for Health & Social Services may authorise from time to time.

The salary applicable is on the pay scale for Consultants in Wales and will be specified in your contract of employment. Where it is agreed that the post will be filled on a part time basis, the job plan will be agreed accordingly.

If you wish to undertake private practice work you may do so, provided that you continue to meet all the obligations of your job description and personal job plan in regard to the discharge of your NHS work. There must be no conflict of interest between your NHS and private work which should be carried out in un-contracted time that is clearly identified in your job plan.

Your private residence shall be maintained in contact with the public telephone service and given the particular nature of your work, you are required to live in a location which is within reasonable travelling time from your place of work as agreed with your Clinical Director, unless specific approval is given in advance to your residing at a greater distance, by the Hospital Medical Director.

Job Limitations 13 at no time should the post holder work outside their defined level of competence.

If the post holder has concerns regarding this, they should immediately discuss them with their Lead Consultant / Clinical Director. All staff have a responsibility to inform those supervising their duties if they are not competent to perform a duty.

Confidentiality In line with the Data Protection Act 1998, the post holder will be expected to maintain confidentiality in relation to personal and patient information, as outlined in the contract of employment. The post holder may access information only on a need to know basis in the direct discharge of duties and divulge information only in the proper course of duties.

Health & Safety

The post holder is required to co-operate with the Health Board to ensure health and safety duties and requirements are complied with. It is the post holder's personal responsibility to conform to procedures, rules and codes of practice; and to use properly and conscientiously all safety equipment, devices, protective clothing and equipment which is fitted or made available, and to attend training courses as required.

All staff have a responsibility to access Occupational Health and other support in times of need and advice.

Risk Management

The Health Board is committed to protecting its staff, patients, assets and reputation through an effective risk management process.

The post holder will be required to comply with the Health Board's Health and Safety Policy and actively participate in this process, having responsibility for managing risks and reporting exceptions.

Safeguarding Children. The Health Board is committed to safeguarding children therefore all staff must attend the required level of safeguarding children training.

Records Management

The post holder has a legal responsibility to treat all records created, maintained, used or handled as part of their work within the Health Board in confidence (even after an employee has left the Health Board). This includes all records relating to patient health, financial, personal and administrative, whether paper based or on computer.

All staff have a responsibility to consult their manager if they have any doubts about the correct management of records with which they work.

Job Description

This job description is flexible and provides as outline of the main duties. Any changes will be discussed fully with the post holder in advance. The job description may be reviewed periodically to take into account changes and developments in service requirements.

No Smoking:

To give all patients, visitors and staff the best chance to be healthy, all Health Board sites including buildings and grounds are smoke free.

DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE WITH ACCESS TO CHILDREN AND VULNERABLE

ADULTS In order to minimise any possible risk of abuse of children or vulnerable adults a check will be made with the Disclosure and Barring Services (DBS) on the possible criminal background of the successful candidate for this post. You will be required to undertake the Disclosure Check, although applicants should be aware that a refusal to comply with this procedure will prevent further consideration for the post. Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached.

7) University Partners Bangor University

The Health Board and Bangor University have agreed a long term strategic and operational partnership driven by a shared commitment to ensuring excellent health and medical care in the region. A significant number of consultants share their time between research at the University and clinical duties within the Health Board. Both the Health Board and Bangor University recognise that there are synergies between a University Health Board and its partner University far in excess of the traditional University Hospital model, which focused primarily on training doctors and clinical medical research. The partnership involves multiple links covering education of professionals, continuous professional development, research and audit, innovation, modernisation and international bench-marking.

The School of Medicine has three main activities: learning and teaching, research, and business and innovation. From the creation of the Graduate Entry Medicine (GEM) programme in 2004, opening of the Institute of Life Science phase one (ILS1) in 2007 and phase two (ILS2) and the Centre for Nano Health in 2011, to earning the right to award Primary Medical Qualifications (PMQ) independent of any other institution in 2014; the College of Medicine is now acknowledged as one of the fastest growing medical schools in the UK.

The School of Medicine

The School of Medicine is attached to Glan Clwyd hospital and receives medical students from Cardiff University as well as from Manchester University

8) Visiting

We would encourage any prospective candidate to arrange to visit the area and the hospital as well as contact Dr Hari Nair the acute medicine lead.

If you wish to undertake subspecialty medical work outside of acute medicine the contacts are given above in section 2.

If you are related to any member of staff in a **senior officer** position in the Health Board you should clearly indicate in your application the name of the officer to whom you are related and indicate the nature of the relationship. Deliberately concealing such a relationship would result in disqualification.



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9. Person Specification:

Consultant Acute Physician with sub-specialty interest (if required)

Requirements	Essential	Desirable	Measurable by
Qualifications	Full GMC Registration and Licence to Practise	Relevant Higher Degree e.g. MD; PhD; MSc	Application
	MRCP or equivalent		Application
	On the GMC Specialist Register (including via CESR/European Community Rights) or will have a CCT or CESR date within 6 months of interview		Application
	Valid Certified Basic Life Support Skills (or equivalent international qualification)		Application
Clinical Experience	Broad based experience GIM and relevant subspecialty.		Application/ Interview
	Knowledge of UK hospital systems (or equivalent)		Application/ Interview
	Knowledge and participation in CPD		Application/ Interview



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	Safe and effective written and verbal communication		Application/ Interview
	Meet the requirement of the GMC's "Good Medical Practice"		Application/ Interview
Clinical Governance	Evidence of participation in clinical audit and understanding role of audit in improving medical practice	Comprehension of core philosophy and building blocks of Clinical Governance Knowledge of risk management	Application/ Interview
Research	Experience and knowledge of critical appraisal of evidence	Evidence of initiating, progressing and concluding research projects with publication Research degree	Application/ Interview
Teaching	Willingness to teach medical undergraduates and postgraduates	Evidence of organising programmes and teaching medical students and junior doctors	Application/ Interview
		Organisation of further teaching programmes in medical education "Training the Trainers" experience	Application/ Interview
Management	Knowledge of the management and structure of the NHS Evidence and management training		Application/ Interview
Personal Qualities	Ability to cope with stressful situations and undertake responsibility Excellent interpersonal skills and team working skills Ability to work as part of a multidisciplinary and multi-agency team		Interview



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	Ability to work flexibly in response to the changing needs of the service. Evidence of leadership attributes. Motivational skills.		
Other Requirements	Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues Satisfactory preemployment checks compliant with National Standards.		Application/interview
	Ability to fulfil all duties of post, including on-call commitments and travel to meet requirements of the post.	Ability to speak Welsh or willingness to learn	Application/ Interview