

**NHS GRAMPIAN
ONCOLOGY CLINICAL RESEARCH FELLOW (FY2)
FIXED TERM 12 MONTHS
POST REF NO: NS216349
CLOSING DATE: FRIDAY 11TH JULY 2025**

1. JOB DESCRIPTION

The appointee will participate in the in-patient and out-patient management of a range of malignant diseases. Their work will be based at Aberdeen Royal Infirmary. Throughout the programme the trainee will be required to assist in recruitment of patients to clinical trials and in the conduct of trials and local audit projects. The Oncology service is integrated into disease specific teams and the appointee would be expected to gain a broad experience not only across different tumour sites but also acute oncology.

2. GENERAL

ABERDEEN

With a population of approximately 220,000, Aberdeen stands between the Rivers Dee and Don, with several miles of sandy beach on the North Sea coast to the east. This historic University City has many architectural splendours, and the use of its sparkling local granite has earned Aberdeen the name of the Silver City. Recognised as the oil capital of Europe, Aberdeen has prospered and developed greatly in the last 30 years but retains much of its old-fashioned charm and character.

Aberdeen enjoys excellent communication services with other British cities. There are several daily flights to London (just over one hour to Heathrow) and direct international links to hubs Amsterdam, Frankfurt and Paris. Road and rail links to all points north and south are excellent, with few of the congestion problems of central Scotland.

In addition to the established granite housing, there are many high-quality modern developments in Aberdeen and surrounding towns that provide a wide choice of housing within easy commuting distance.

Well known for its superb quality of life, Aberdeen enjoys first class amenities including His Majesty's Theatre, Music Hall, Art Gallery, Museums and Beach Leisure centre and several private gyms. The area is well served with excellent golf courses, including the new world class Trump course just five miles North of the city. Education facilities are excellent and, in addition to Regional Education Authority schools, there is one fee-paying school for girls, and two co-educational private schools. All three cater for primary and secondary pupils. In addition, there is a further coeducational private primary school and the International School of Aberdeen offers an international education for local and expatriate children from ages 3 through to 18.

THE UNIVERSITY OF ABERDEEN

The University of Aberdeen is a fusion of two ancient universities: Kings College founded in 1495 and Marischal College, which dates from 1592. Until they amalgamated in 1860, Aberdeen had two universities for over 250 years. The University maintains an outstanding record in scholarship and supports a high level of teaching and learning underpinned by a first class portfolio of research programmes. There are currently 11,500 matriculated students.

The Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility. Phase II of the Institute, which facilitates further integration between fundamental and clinically-based research groups, was completed in 2002.

For further information visit <http://www.abdn.ac.uk/>

ROBERT GORDON UNIVERSITY

The Robert Gordon University has earned wide recognition for its pragmatic approach to higher education both in Scotland and internationally.

For generations it has produced qualified professionals across a broad spectrum of careers in the arts, management, engineering, sciences, pharmacy, health and the professions allied to medicine.

Around 9,500 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels.

The University is actively involved in applied research in a variety of fields and many short course programmes are being formulated to meet the growing needs of the community.

Their website is <http://www.rgu.ac.uk>

3. DESCRIPTION OF HOSPITALS

NHS Grampian (Acute Sector) incorporates Aberdeen Royal Infirmary, Royal Aberdeen Children's Hospital and Aberdeen Maternity Hospital on the Foresterhill site. Other sites include Woodend Hospital in Aberdeen and Dr Gray's Hospital in Elgin as well as the GP inpatient facilities in community hospitals throughout the region, and Specialist Palliative Care facilities at Roxburghe House situated only ten minutes' walk from the Infirmary.

Aberdeen Royal Infirmary, Foresterhill, with a complement of 975 beds, is situated to the north-west of Aberdeen city on the teaching hospital site with the Medical School of the University of Aberdeen. This is the principal adult acute hospital of the Grampian Area providing a complete range of medical and surgical specialities including General Medicine and allied specialities (Cardiology, Respiratory, Gastroenterology, Clinical and Medical Oncology, Haematology, Blood Transfusion, Infectious Diseases, Neurology, Diabetes & Endocrinology, Nephrology, Stroke, Dermatology, Rheumatology and Medicine for the Elderly), General Surgery and allied specialities (Cardiothoracic, Vascular, Orthopaedics, Upper and Lower GI, Breast, Gynaecology, Neurosurgery, Plastics, Dental, ENT, Burns, Ophthalmology), ITU, A&E, and Anaesthetics. A new purpose-built Emergency Care Centre provides co-ordinated GMED and A&E functions and new inpatient accommodation for medical specialties, including Haematology and Oncology.

Aberdeen Royal Infirmary also serves as a major tertiary referral centre for the North and North East of Scotland in a number of specialities (e.g. Cardiothoracic and Neurosurgery).

Woodend Hospital, with a complement of 302 beds, is situated one mile west of Aberdeen Royal Infirmary and its services currently include elective orthopaedics and Medicine for the Elderly.

Royal Aberdeen Children's Hospital (RACH) is situated in a new building opened in 2004. It has a complement of 100 in-patient beds and together with the Neonatal Unit, Aberdeen Maternity Hospital (AMH) provides all specialist care for children up to the age of 14 years from the Grampian Region and the Orkney and Shetland Islands.

Aberdeen Maternity Hospital, with a complement of 120 beds, is the main Maternity Hospital for the area.

Roxburghe House, a purpose-built building situated less than a mile from Aberdeen Royal Infirmary, is the base for Specialist Palliative Care in Aberdeen. It opened in 2005 and provides a range of inpatient and outpatient services, with close links to Haematology/Oncology and several other departments in Aberdeen Royal Infirmary, and to primary care. There are five community Macmillan nurses based in Aberdeen. Given the geography of the region served by Aberdeen, a number of additional community Macmillan nurses are based outside Aberdeen, e.g. Elgin, Banff, Peterhead, Huntly, Stonehaven, and the Northern Isles. The consultants and other members of the specialist Palliative Care Team are on the Foresterhill site on a daily basis.

Dr Gray's Hospital, Elgin in the Moray District of Grampian has a bed complement of 205 with 60 surgical beds. It has been extensively developed over the last 10 years. In-patient services are provided in the following specialties: General Medicine, General Surgery, Medicine for the Elderly, Gynaecology, Obstetrics, Ophthalmology, Paediatrics and Anaesthetics. It has a high dependency unit and satellite dialysis unit. A full range of support services are also on site including Dietetics, Haematology and Clinical Chemistry Laboratories, Occupational Therapy, Pharmacy, Physiotherapy and Radiology including a spiral CT scanner and PACS with viewing stations throughout the hospital and links to Aberdeen Royal Infirmary. There is a Day Hospice, 'The Oaks', situated about a mile from the hospital, with a weekly Palliative Care outpatient clinic run by the Roxburghe House medical team.

4. DESCRIPTION OF HOSPITAL BASE

The post is in the Department of Oncology where clinical and medical oncology are well integrated. Oncology has one full-time ward with 29 in-patient beds and another five-day day case/chemotherapy treatment area accommodating up to 35 patients every day. Ambulatory therapy for oncology and haematology patients and the new aseptic pharmacy unit are scheduled to be relocated to a new purpose-built ANCHOR centre adjacent to the Radiotherapy Department in 2023. The new Radiotherapy Department was opened in 2014. The Maggie's centre for Grampian is situated close to this site.

The Institute of Medical Sciences provides purpose built modern laboratory accommodation for a number of University departments with interests in basic cell biology and biomedical science.

ANCHOR serves a stable population of 650,000 including the Grampian region, Moray, and the Orkney and Shetland Isles. The single hospital site lends itself to the integration of multidisciplinary expertise in the management of all malignancies. Multidisciplinary team (MDT) meetings provide a focus for the discussion of all new cases, and are established for the relevant teams managing breast, gynaecological, thoracic, upper and lower gastrointestinal, pancreas/hepatobiliary, urological, head and neck cancers, and bone and soft tissue sarcomas. Staff in the peripheral hospitals (Elgin, Orkney and Shetland) take part in the MDT meetings using teleconferencing facilities. There is a joint upper GI MDT with NHS Highland and a National MDT for sarcoma.

The Departments of Clinical and Medical Oncology are completely integrated, with shared clinics, inpatient beds, and junior staff. The clinical service is primarily provided within Aberdeen Royal Infirmary, but there is a cancer unit at Dr Gray's Hospital Elgin. Patients in the Northern Isles can also be reviewed via audiovisual links within the ANCHOR Unit, and some chemotherapy is administered remotely using shared care protocols.

All chemotherapy is delivered by an established chemotherapy team of nurses, working in close association with medical staff and the three oncology pharmacists. Chemotherapy is also delivered at Dr Gray's Hospital in conjunction with the weekly oncology clinics, and more remotely in Orkney & Shetland by Macmillan nurses via shared care protocols. The Chemocare electronic prescribing software package is in use in Aberdeen Royal Infirmary (in both Oncology and Haematology) for the prescription of trial and non-trial chemotherapy regimens. Chemocare is also available in Elgin, Orkney, Shetland and nominated community hospitals.

ANCHOR's Radiotherapy Department was relocated to a new purpose-built facility in 2012/2013 and has a full range of facilities, namely:

- One Varian Ethos linear accelerator with adaptive radiotherapy capacity, and 2 matched Varian TrueBeam linear accelerators – each with on-board kV imaging, cone beam CT and VMAT capability, one of them being currently replaced by another Varian Ethos.
- a Varian HDR brachytherapy unit
- a Philips large-bore CT simulator with 4D capabilities and ProSoma 3D virtual simulation software
- a Varian Eclipse treatment planning system
- a Varian Aria Patient Management System
- mould room facilities

The Radiotherapy Department has digital links to 2 diagnostic CT scanners, 2 MRI scanners, and a PET-CT scanner, all on the Foresterhill site, as well as a CT scanner in Elgin. Multimodality imaging and image fusion for radiotherapy treatment planning is routine. Breast treatments are delivered using forward-planned field-in-field IMRT. VMAT is widely utilised in the rest of radical radiotherapy treatments. SABR treatments for early-stage lung cancer and oligometastatic disease are delivered using the high-dose-rate flattening-filter-free beams available on the linear accelerators. Unsealed source therapy (Ra-223) for prostate cancer is provided in the Nuclear Medicine Department.

The Radiotherapy Physics Section runs the radiotherapy part of the University of Aberdeen's MSc in Medical Physics and takes on Foundation and Higher Physics Trainees for the Scottish Medical Physics Training Scheme. Staff members – physicists, dosimetrists and electronics technologists – are actively involved in research and clinical development projects.

The PET centre, which is adjacent to the radiotherapy department and is equipped with a CT-PET scanner and a cyclotron for isotope production, has an active research programme.

The Radiotherapy Department has enjoyed the benefits of a skilled staff of therapy radiographers with excellent working relationships with medical and physics staff. Staff retention has been improved by measures such as the employment of radiographer assistants and extension of the role of senior radiographers, including patient review on treatment, portal image matching, and radiotherapy planning for breast cancer patients. Bookings for radiotherapy are coordinated by radiographers. A full-time Radiotherapy Nurse runs review clinics and helps to coordinate patient flow between radiotherapy and chemotherapy where concurrent treatments are being delivered.

Oncology out-patient clinics and some of the multidisciplinary clinics take place in recently refurbished accommodation. In 2023, all outpatient clinics will relocate to the new ANCHOR centre, which will be purpose-built accommodation, and which will also house ambulatory therapy for oncology and haematology, a satellite pharmacy and cytotoxic preparation unit, patient information centre, meeting rooms and offices for consultant staff and secretaries.

A commitment to research is integral to the working of the Oncology Department, including having close links with colleagues in the University of Aberdeen Medical School, co-located on the same Foresterhill site. Professor Anne Kiltie holds the Chair in Clinical Oncology, one of very few full time university chairs in Clinical Oncology in the United Kingdom. There are also close links with the NCRI. The department is currently involved in recruiting to more than 40 international, national and local trials. There are seven oncology research nurses and three oncology data managers who support clinical trials in solid tumours. Funding is through the Scottish Cancer Research Network (SCRN), R&D and through commercial trial income.

Hostel accommodation for patients (for example from Moray or the Islands receiving radiotherapy) is currently provided at CLAN Haven, a short distance from Foresterhill. Two clinical psychologists provide a limited service to ANCHOR, with four outpatient sessions per week. The Maggie's centre is on the Foresterhill site and will be in close proximity to the ANCHOR centre when it opens.

6. STAFF OF THE DEPARTMENT

Consultants

Medical Oncology

Dr Trevor McGoldrick (Breast, Gynae and Sarcoma)
Dr Gordon Urquhart (GU, Melanoma and Breast)
Dr Gillian Price (Lung, Melanoma and UGI)
Dr Victoria Murdock (Breast)

Clinical Oncology

Dr Ann-Maree Kennedy (Breast and Gynae, Sarcoma)
Professor Leslie Samuel (Lower GI)
Dr Graham Macdonald (Gynae and GU)
Dr Ravi Sharma (Skin (melanoma and non-melanoma) and Breast)
Dr Claire Stilwell (Lung)
Dr Judith Grant (GU radiotherapy and Haematology radiotherapy)
Dr Rafael Moleron (CNS and Head and Neck)
Dr Lucy Wells (UGI and LGI)
Dr Adnan Shaukat (SABR, HPB, GI and endocrine malignancies)
Dr Kirsten Laws (Head and Neck and Haematology radiotherapy)
Dr Rhona McMenemin (Lung and GU)
Dr Andrew Duncan (Breast radiotherapy and Lung)
Professor Anne Kiltie (Bladder)

Junior Medical Staff

5 Specialist Registrars in Clinical Oncology
2 Specialist Registrars in Medical Oncology
3 Foundation Year 2s (FY2's)
1 Internal Medical Trainee (IMT)
1 CMT LAS post

Physician associates

2 Physician Associate (PA)
1 PA intern

Physics Staff

Head of Radiotherapy Physics (MPE)
3.0 (WTE) Lead Physicists (MPE)
3.0 (WTE) Physicists
3 Dosimetrists
2 Electronics Technologists

Radiography Staff

1 Radiography Manager
5 WTE and 2 part time Band 7 Radiographers
6 WTE and 6 part time Band 6 Radiographers
9 WTE band 5 Radiographers
1 Band 4 assistant

Research Staff

1 WTE Senior Research Nurse
4.6 WTE band 6 Research Nurses
1.8 WTE band 5 Research Nurses
1.1 WTE HCSW
0.6 WTE Lab Technician
4.8 WTE Data Managers and Senior Data Co-ordinators
0.75 WTE Trials Administrator

7. TEACHING

There is a dedicated teaching programme for Specialty Trainees, which provides opportunities for both learning and presenting. All medical staff participate in the under-graduate teaching programme for University of Aberdeen medical students in the ANCHOR Unit, which ranges from years 1 to 5, as well as contributing to general medical post-graduate teaching sessions. During the CV19 pandemic, when ward attendance by 3rd year students was stopped, novel virtual sessions were developed to enable these students, via the 'Near Me' system, to interview and take histories from patients, then present and discuss these with their supervisor. Consultants work closely with the SpRs in both Clinical Oncology and Medical Oncology, allowing trainees more direct supervision with consultants than may occur in larger centres. All the consultants are clinical supervisors, and some are also educational supervisors. The successful applicant would be encouraged to attend the trainer's courses run by the Deanery and Royal Colleges and will have a key role in co-ordinating the educational opportunities within the department.

8. RESEARCH

The department is committed to entering patients into appropriate local, national and international clinical trials. Aberdeen is recognised to be, for its size, one of the most active clinical trials centres for oncology in the UK, particularly in the areas of colorectal, head and neck and lung cancer. The research portfolio is divided into a number of Programmes, each one with one or two leaders who encourage and facilitate research projects in conjunction with the R&D staff. There is close cooperation between the NHS R&D department and the counterparts in Aberdeen and Robert Gordon Universities. Oncology have approx. 15 commercial trials and 35 non-commercial trials open to recruitment at any given time.

The trials cover a variety of research areas, from novel or experimental medicines, including in combination with radiotherapy, including international stereotactic radiotherapy (SABR) studies, to translational studies assessing novel imaging techniques for response, as well as microbiome studies across a range of pelvic cancers.

Professor Anne Kiltie holds the Chair in Clinical Oncology, a full-time academic post within the University of Aberdeen, and is leading on local laboratory and translational studies. All senior medical staff enjoy honorary senior lecturer status within the University of Aberdeen Medicine School, with the benefits of access to the nearby Medical School Library and all IT facilities, including statistical and analysis packages.

9. AUDIT

In line with QIS directives, prospective audit for lung, colorectal, breast, and ovarian cancers is ongoing with the support of the Clinical Effectiveness Department of NHSG. Other internal audits of activity and outcome are conducted by the relevant multidisciplinary teams and there are also intra-departmental audits.

10. **THIS POST**

This post is designed for an individual wishing to gain experience in healthcare research and clinical trials as a first step towards clinical research. We are looking for a medical doctor who has completed their 2 years of FY training within the NHS, who have sound generic clinical skills to support delegated medical duties in clinical studies and promote Good Clinical Practice.

CLINICAL DUTIES

Clinical responsibilities as Research Fellow will include clinical examination at screening and trial monitoring for patients participating in commercial and non-commercial sponsored studies. Experience will be gained in all aspects of study set-up and delivery as a member of the oncology clinical research team which consists of a team of medical consultant as PI's, research nurses, data managers and trial administrative staff. Additional support in research skills and mentoring will be provided by NHS Grampian R&D department and the University of Aberdeen.

You will be expected to work in core hours during the week. Out of hours duties are not anticipated unless there are exceptional circumstances. Patient visits are usually scheduled during the treatment unit opening hours.

Training

There is an extensive training programme, in house, which covers all aspects of healthcare research for NHS staff. In addition you will participate in activities for the University of Aberdeen Medical School Research Fellows. You will be encouraged to go to relevant training courses.

Research

This post has been created to support the recruitment, delivery and completion of oncology studies and ensure compliance with Research Governance Framework. The post requires provision of clinical knowledge and skills which cannot be delegated to non-medical staff. There will be a session per week to develop your own research interest.

You will be involved in clinical procedures including:

- Review eligibility criteria to determine suitability for participation in studies
- Consenting of participants
- General medical examination
- Speciality specific clinical examination and procedures
- Review of laboratory results and sign off
- Data entry/Review of data in electronic Case Report Form (eCRF)

Other duties (if delegated by Principal Investigator) such as sign off on prescriptions

Candidate background

Applicants should have completed FY training within the NHS by the time of taking up this post and full GMC registration. A National Training Number is not available for this post.

NOTES TO CANDIDATES

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Apply for this post by visiting www.nhsgrampian.org/jobs and search for Ref No quoted above.

Further information can be obtained and an appointment to view the Department arranged by contacting Kirsty Shearer, SCR N Manager (kirsty.shearer@nhs.scot) or Professor Leslie Samuel, Consultant Oncologist & Clinical Lead for SCR N North (leslie.samuel@nhs.scot).

NHS Grampian are obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Board. Any information given, however, will be completely confidential and will be considered only in relation to the post to which this job description refers.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

In The Interest Of Health Promotion We Operate A **No Smoking Policy**

NHS GRAMPIAN

APPOINTMENT: ONCOLOGY CLINICAL RESEARCH FELLOW

REF: NS21364

PERSON SPECIFICATION FORM

	REQUIREMENTS	ESSENTIAL	DESIRABLE
A.	Qualifications		
	Basic	MBChB or equivalent	MRCP or equivalent
	Postgraduate		Current GCP
	Experience	General professional training Practical and personal experience of how the NHS works Completed FY training within the NHS At least 3 months of Oncology	Knowledge and interest in either systemic therapy or radiotherapy
	Ability		
	Knowledge	Good basic knowledge of general medicine	Understanding of basic Oncology literature
	Clinical and technical skills	Cannulation Working knowledge of computer software eg Microsoft Office	Chest drain insertion
	Motivation	Self-motivated and keen to pursue a career in Oncology	Keen to publish
	Personality	Good communication skills with both patients and colleagues "Team player" and ability to work independently	Outgoing, able to enhance team morale
	Audit	Understand strengths and limitations	Has completed at least one audit
	Research	Interest and aptitude for research	Publications in peer reviewed journals Submitted or accepted Higher degree
	Management	Has experience of managing multiple projects/tasks.	
	Others	GMC Registration	