

MEDICAL and DENTAL CANDIDATE INFORMATION PACK

Care & Compassion	Dignity & Respect	Openness, Honesty & Responsibility	Quality & Teamwork
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Thank you for your interest in applying to [NHS Greater Glasgow and Clyde](#)!

Please read this guidance carefully before you begin your application

Contents

- About the post
- The Hospitals and the Department/Specialty – Facilities, Resources and Activity, & Staffing Structure
- Job Description, Job Plan, and Person Specification
- Making your Application
- Living and Working in the Greater Glasgow and Clyde area

Job Title: Consultant in Plastic Surgery (Skin Cancer Specialist)

Department: Plastic Surgery & Burns

Location: Glasgow Royal Infirmary

Type of contract: Permanent

Salary Grade: Consultant

Working Hours: 40 hours with On Call

Interview Date: To be confirmed or available on the Advert text

For the **Terms and Conditions of Service:** please refer to the **Supporting information (Medical and Dental)** document

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish to visit the department/hospital(s) concerned. Details of Arrangements for Applicants to Visit the Department/Hospital(s) or to discuss the post(s). In the first instance, please contact:

Name	Job title	Email	Telephone
Mr Adam Gilmour	Clinical Director	adam.gilmour2@nhs.scot	0141 201 6390
Graham Christie	General Manager	graham.christie@nhs.scot	0141 201 3848

For further information regarding NHS Greater Glasgow and Clyde and its hospitals, please visit our website <https://www.nhsggc.scot/>

ABOUT THE POST

Title

Consultant in Plastic Surgery (Subspecialty: Skin Cancer)

Background

A substantive 10 session Consultant Plastic Surgery post has become available due to availability of funding secondary to partial retirement / retire and return of existing members of the team coupled with increasing service demands.

It will be primarily based in the Canniesburn Plastic Surgery Unit at Glasgow Royal Infirmary. Additional protected theatre provisioning within surrounded Ambulatory Care Hospitals is also being explored.

Whilst the majority of consultants within the unit have a small practice in basic skin cancer surgery, the successful applicant will join 4 other consultants with a dedicated sub-specialist interest in complex skin cancer management and surgery. There is a hope to develop the current service alongside these current colleagues to ensure that high risk skin cancers are only managed by those with a subspecialty interest and to promote further collaborative working with other dermatology/oncology teams within the West of Scotland.

The applicant will therefore be expected to demonstrate training and experience in skin cancer surgery, particularly management of higher risk skin cancers such as SCC and Melanoma. The applicant would also be expected to demonstrate experience in the Sentinel Lymph Node Biopsy technique and be able to undertake Nodal Dissections of the trunk and limbs. Applicants with additional experience in head and neck SLNB / Nodal Dissections will be extremely welcome.

The successful candidate would be based at Glasgow Royal Infirmary, where the Canniesburn Unit is located, undertaking skin cancer clinics and having dedicated theatre lists. They would participate in the weekly Regional Skin Cancer MDT and collaborate with the 2 Specialist Skin Cancer Nurse Practitioners within the unit.

Relationships

Name of Health Board

NHS Greater Glasgow & Clyde

Names of Consultant Members of the Department

Mr N Arkoulis

Mr J Biddlestone

Mr R Bramhall

Mr B Chew

Ms Kerry Davies

Mr N. Fairbairn

Mr A Gilmour – Clinical Director

Professor A Hart

Mr J Kirkpatrick

Professor S Lo

Mr D McGill

Mr S Morley

Mr T Reekie

Mr C Russell

Mr J Scott

Ms K. Sharma

Ms M Strick

Ms S Tay

Mr J Telfer

Mr R Thompson

Ms CJ Tollan

Ms Marie Kearns (Locum)

Ms PeiRu Chew (Locum)

Mr Duncan Low (Speciality Doctor)

Number of Resident Members of Staff in the Department

Specialist Registrars/ST equivalent:	12
Senior Clinical Fellows:	2
Core Trainees / CT equivalent:	5
FY2:	3
Junior Clinical Fellows:	2

Duties of the Post

Teaching

Canniesburn Plastic Surgery Unit has a long history of providing National and International Training Courses.

There is an annual cadaveric Flap Reconstruction Course run in conjunction with the Anatomy Department of the University of Glasgow, which lasts for 1 week, and involvement is typically 1-2 days per consultant.

There is also a bi-annual Pre-fellowship Course for senior Plastic Surgery Trainees prior to the Fellowship Examination in Plastic Surgery and again involvement is typically 1-2 days per consultant.

The department currently provides Special Study Modules for Medical Students from Glasgow University Medical School and teaching sessions and lectures are undertaken on an ad hoc basis. In addition, the Unit's international reputation attracts visitors from throughout the world.

Research

The Plastic Surgery Department has developed strong links to the University of Glasgow through Professor Hart and to The Glasgow School of Art through Professor Lo. Professor Hart is leading a team working on translational research particularly into nerve repair and regeneration whilst Professor Lo has specialist interests in functional surgery and innovation. There are also links with Glasgow University Anatomy Department, the Bioengineering Unit and Computer Sciences in Strathclyde University and Microsurgical labs at Glasgow University Veterinary School. Research Fellows are employed as funding allows. There would be the possibility of supervising a Research Fellow for a further degree, where funding allows.

Clinical

There will be a commitment to participate in the Consultant On-Call Rota. This rota involves coverage of emergency referrals for both Adult and Paediatric patients in the West of Scotland.

This post will be designed to manage new and existing patients referred from NHS GGC and surrounding health boards which we provide a regional service for.

JOB DESCRIPTION, JOB PLAN & PERSON SPECIFICATION

Outline Job Plan (Indicative)

This post will consist of 10 sessions made up of 8 PAs in Direct Clinical Care (DCC); 1 core Supporting Professional Activities (SPA) PA for CPD, audit, clinical governance, appraisal, revalidation, job planning, in-theatre teaching, internal routine communication and management meetings. An additional non-core SPA will be available for candidates and the precise allocation of SPA time and associate objectives will be agreed with the successful applicant and will be reviewed at annual job planning. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the department (i.e. Appraiser duties / AES).

As with established Consultants in Greater Glasgow & Clyde, job plan negotiation will take place once appointed, under the Terms and Conditions of the new Consultant Contract. This job plan is negotiable and will be agreed between the successful applicant and the Clinical Director.

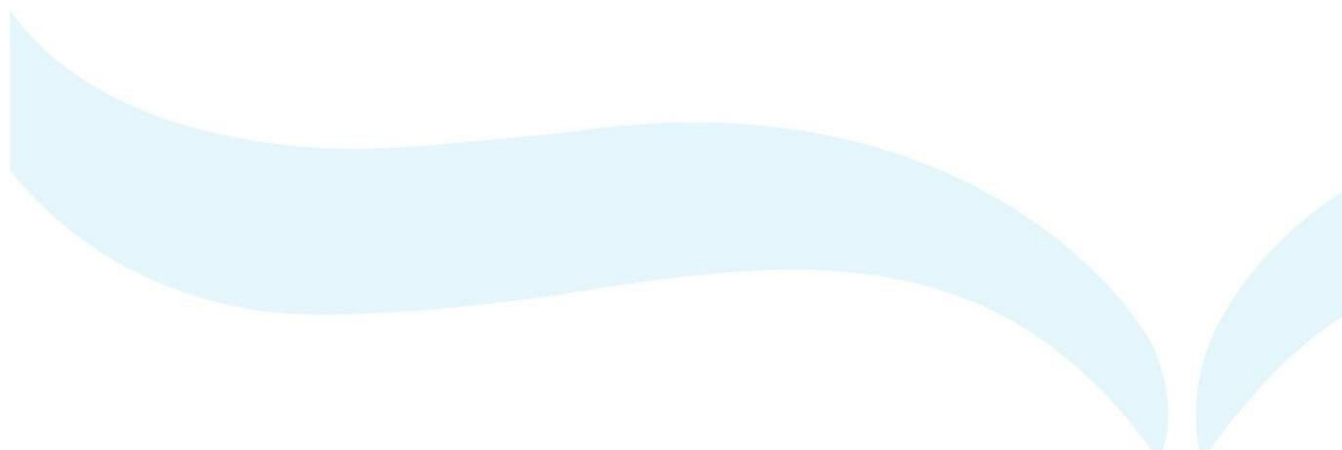
SAMPLE JOB PLAN

Weeks	AM	PM	
Monday	Theatre	Theatre	2.0
Tuesday	Regional Skin Cancer MDT		1.0
Wednesday	GRI Skin Clinic	GRI Skin Clinic	2.0
Thursday	Core SPA	Non-Core SPA	2.0
Friday	Theatre	Theatre	2.0
On Call			1.0
			10

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications and Training	<ul style="list-style-type: none"> • Appropriate experience and qualification in the speciality • Full GMC Registration and a Licence to Practise • Success in Intercollegiate Specialty Examination or equivalent • CCT or equivalent 	<ul style="list-style-type: none"> • Evidence of advanced skin cancer training e.g. TIG fellowship or post CCT fellowships
Experience	<ul style="list-style-type: none"> • Ability to independently assess and manage patients referred with skin cancer including undertaking 	<ul style="list-style-type: none"> • Experience in sentinel lymph node biopsy procedure of head and

	<ul style="list-style-type: none"> • Sentinel Lymph Node Biopsy and Nodal dissections (trunk and limb). • Ability to take full and independent responsibility for clinical care of patients • Ability to manage and co-ordinate care of patients with general plastic problems and conditions • Experience of working within National Health Service (NHS) 	<ul style="list-style-type: none"> • neck • Experience in parotidectomies • Experience in Head and Neck Nodal dissections • Experience of current / developing collaborative NHS Scotland Managing Cancer Network care (skin cancer)
Academic Achievements	<ul style="list-style-type: none"> • Commitment to research publications and presentations 	<ul style="list-style-type: none"> • Extensive publications and presentations or a higher research degree
Teaching and Audit	<ul style="list-style-type: none"> • Committed to teaching, training and audit. 	<ul style="list-style-type: none"> • Participation in audit projects
Motivation	<ul style="list-style-type: none"> • Committed to patient focused care, learning and continuous professional development 	<ul style="list-style-type: none"> • Desire to develop services for patients • Desire to encourage research within the department
Personal Attributes	<ul style="list-style-type: none"> • Able to work in a team with colleagues in own and other disciplines • Good interpersonal skills • Able to organise time efficiently and effectively • Able to motivate colleagues • Commitment to Continuing Medical Education and the requirements of Clinical Governance 	<ul style="list-style-type: none"> • Previous managerial training and experience



MAKING YOUR APPLICATION

Please note

- Take note of the **Closing date** and the **Job reference number** of the vacancy. Please quote the reference number on any correspondence.
- Applications for Medical and Dental posts within NHS Greater Glasgow and Clyde (NHSGGC) will only be accepted via the completion of an **online application form** via our eRecruitment system (JobTrain)

If this is the first time you are applying via JobTrain, you will be asked to create an account. You can do this via an email address or social media account.
NHS

Scotland does not accept CV's in addition to/instead of a completed application form.

If you already have an existing account, you will have the option to copy a previous application. Please ensure that you go through the application to ensure that the details are up-to-date and complete.

- Please make sure that the **email address** submitted is correct as this will be our primary method of contact during each stage of the recruitment process.
- You will **time-out** after 30 minutes of inactivity. Please regularly save your application.
- You need to provide **at least two (2) referees, one of which must be your current employer/line manager**. It is Board policy that no person can act as a member of an Advisory Appointments Committee and be a referee for a candidate for that post. You should therefore check with your proposed referees whether there is likely to be any difficulty in this respect for we may otherwise have to invite you to submit another name or names
- At the Shortlisting stage, all application forms are **anonymised** and only the Education, Employment and Assessment/Supporting Statement Information sections are accessible to those involved in the recruitment process
- **Interviews** are conducted either in-person or via MS Teams video call. If the interview date is not noted on the advert, you will be contacted with the details as soon as they are available to allow you to book. You will receive an email with the link to join if your interview will be a video call.

Job Interview Guarantee Scheme

NHSGGC recognises the contribution all individuals can make to the organisation regardless of their abilities. As part of our ongoing commitment to extending employment opportunities, all applicants who are disabled and who meet all the minimum criteria expressed in the job description will be guaranteed an interview. All information will be treated as confidential. We only

asks for relevant information with regards to your disability to ensure that we can assist you if you are called for interview.

- **If you delete your application, you will not be able to re-apply.**
- **Professional Regulatory Bodies Membership (GMC/GDC)** details must be provided on the application form
- Before submitting your application please make sure you read **the Declaration section**. This section will highlight any parts of the form which haven't been completed and it also covers the following important information:
 - Criminal Convictions Declaration - NHS Scotland is exempt from the 1974 Rehabilitation of Offenders Act (Exclusions & Exceptions) (Scotland) Order 2003.
 - Accuracy of Information - False or misleading information can cause disqualification of the application and dismissal from employment if appointed to the post.
 - General Data Protection Regulation (GDPR) and Data Protection Act 2018 - Your data will be stored by Jobtrain and will be used only by NHSGGC authorised staff for the purpose of processing your job application, making recruitment decisions and for statistical and audit purposes. It will be retained, archived, and deleted in line with the NHS Scotland retention policy and will not be passed to any third party organisations without your permission
- **Please remember to review your application prior to submission as once you submit, you will not be able to edit any details or make changes.**

GENERAL HELP AND SUPPORT

JOBTRAIN

General Help and Support with Login, Password reset or Technical issues
<http://jobseekersupport.jobtrain.co.uk/support/home> or
contact (+44)0161-850-2004 (Monday-Friday 09:00-17:30 UK local time)

NHS GGC RECRUITMENT

+44 (0)141 278 2700 and select Option 1 for Recruitment and then
Option 5 for Medical Recruitment
nhsggcrecruitment@nhs.scot

LIVING AND WORKING IN THE GREATER GLASGOW AND CLYDE

We understand that choosing the right place to live is just as important as choosing the right job. Many people who have relocated to Scotland have been attracted by the opportunity to enhance their quality of life.

Scotland's people are well known for being warm, welcome and friendly. Scotland is a home to over five million people, and it is estimated that for every person living in Scotland, another five people living across the world have Scottish ancestry. With such wide connections spreading to every corner of the globe, it is no wonder that overseas visitors are made to feel like they are returning home!

As a place to live, the Greater Glasgow and Clyde area has many attractions. The West of Scotland combines cosmopolitan charm, lush countryside and soothing seaside. Culturally diverse, architecturally stunning and historically rich, this vibrant region is home to innovation, celebration and the largest city in Scotland – Glasgow. As Scotland's most populous region, the West of Scotland is home to approximately two million people. In addition to the city of Glasgow, East and West Dunbartonshire, Inverclyde, Ayrshire, North and South Lanarkshire, Renfrewshire and East Renfrewshire make up this captivating and eclectic part of the country.

This is a region of striking contrast. Larger areas like Glasgow are within easy reach of picturesque towns, villages and some of Scotland's most scenic beaches, captivating wildlife and tranquil countryside.

Glasgow

Multicultural, magnificent and brimming with personality, Scotland's largest city is home to nearly 600,000 people. Discover rich history, stunning architecture and the best shopping in the UK outside London. Glasgow is one of the highest ranking cities in the UK for quality of life. (source: Mercer survey, 2012).

This aptly-named 'Dear Green Place' blends the best of urban-living with the splendour of lush gardens and parks. Impressively, the city boasts more green space per square mile than any other UK city. With some of the biggest and brightest businesses Scotland has to offer, in addition to enjoying the scenery, you can explore the many great career opportunities the city offers.

Offering the best of both worlds, Glasgow is close to breath taking countryside offering up nearby hill walking, sailing, and cycling. Some of the world's greatest golf courses are all within an hour's drive of the city. And this bustling city's arts and culture, nightlife and food are hard to surpass.

Home to over 133,000 students from around the world, this vibrant city has five world-renowned universities and seven colleges.

Lots to see and do

No matter what your age or interest, the West has something for you. Be dazzled by Charles Rennie Mackintosh's iconic architecture in Glasgow or satisfy your appetite with mouth-watering produce at the farmers' markets in Renfrewshire and Inverclyde.

You also have your choice of impressive year-round events and festivals, attractions or some of the best leisure facilities in the country. And as a UNESCO City of Music, Glasgow offers an impressive range of musical delights.

Housing

Whether you are renting or buying, Glasgow offers a superb selection of housing. Here you'll have your choice of apartments on the River Clyde, spacious Victorian flats in the West End and family homes in leafy suburbs conveniently located near to schools.

Getting around

The region's excellent transport links mean you're connected to the rest of the UK - and the world. The M8 motorway connects the West with the rest of Scotland, taking just under an hour to drive between the country's major cities Glasgow and Edinburgh, a well-used commuter's route. The bus is an effortless way to get around because it's inexpensive and widely available across the region – even in remote locations.

Glasgow has the UK's largest suburban rail network outside London. An abundance of stations and travel times makes exploring the region by train an easy option. The rail network links both rural areas and cities with the rest of Scotland and the wider UK. From Ardrossan, Gourock and Wemyss Bay you can also travel by ferry to many of Scotland's islands, or further afield from one of the cruise ships that dock at Greenock harbour.

Glasgow's two international airports connect the region with the rest of the UK and beyond. There are approximately 200 flights per day (pre pandemic levels) from Glasgow international airport alone, ready to fly to over 90 destinations like London, Dubai and New York. The best of the city-living, magnificent countryside and an opportunity to work in some of Scotland's most exciting industries means this region is a hugely popular place to live and work.

Useful websites:

- www.scotland.org/live-in-scotland/moving-to-scotland
- www.transport-executive.co.uk/best-places-to-live-in-glasgow
- www.visitscotland.com
- www.mygov.scot/search-house-prices

Thank you for your interest in NHS Greater Glasgow and Clyde, we look forward to receiving your application.