



Job Title: Consultant Clinical Geneticist

Location: Aberdeen Royal Infirmary

Ref No: EG205285

Closing Date: 12 August 2025

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CONSULTANT IN CLINICAL GENETICS

REFERENCE – EG205285

JOB DESCRIPTION

This post offers the opportunity to work in a clinical genetics service based on one of the largest hospital sites in Europe, built upon the traditions of medical excellence at the home of the oldest Chair of Medicine in the English-speaking world. The city of Aberdeen and the vast remote and rural area offer interesting challenges for clinical practice and a stunning environment in which to live.

The post is based in Aberdeen, but the department provides genetics services to patients across the north of Scotland, including the Highlands, Orkney, Shetland and the Western Isles, with a total population of >850,000. A substantive nine session consultant post is available, and it is our preference to appoint to that. However, candidates not fully eligible for, or unable to meet all the conditions of, a substantive appointment could be considered on a locum basis.

Aberdeen

The population is approximately 292,000. The city stands between the rivers Dee and Don. This historic 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 nevertheless retains its old-fashioned charm and character, making it an attractive place in which to live.

Aberdeen enjoys excellent communication services with other British cities –e.g. flying time to London is just over one hour with regular daily flights; road and rail links to all points north and south are excellent.

Many new housing developments have taken place in surrounding villages providing a wide choice of housing within easy commuting distance by car. House prices remain lower than in many other UK cities.

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. Education facilities are excellent and, in addition to local authority schools, there are a number of fee-paying schools in the area.

Although Grampian is recognised as a relatively prosperous area, it includes significant pockets of deprivation. There are significant levels of drug and alcohol problems and these factors, together with geographical considerations, contribute to the challenges in providing a service to the area.

Aberdeenshire

Stretching from the high Cairngorm mountains, including Ben Macdhui, the second highest in the United Kingdom, down to a superb coastline, Aberdeenshire extends to 6,313 square metres (2,437 square miles). Ancient castles and a legacy of whisky distilling and royal connections in Deeside make the area a special place to live. It is a predominantly rural area and has been historically economically dependent upon agriculture, fishing and forestry and related processing industries. In the last fifty years the emergence of the oil and gas industry and the development of the service sector have broadened its economic base, leading to a rapid population growth so that it now has a population of over 227,000, a 50% increase since 1971. Major coastal towns are Peterhead (17,800), Fraserburgh (12,800) and Stonehaven (10,200), while inland towns include Inverurie (10,900), Ellon (9,100) and Westhill (9,000).

The population has a larger proportion of younger age groups than the rest of Scotland, reflecting recent employment-driven migration into the area.

Further Information

To find out more about Aberdeenshire, Aberdeen and Moray, visit their websites – <http://www.aberdeen.net.uk/> , <http://www.aberdeenshire.gov.uk/> , <http://www.moray.gov.uk>

The University of Aberdeen

The University of Aberdeen is the fusion of two ancient universities: Kings College founded in 1495 and Marischal College, which dates from 1592. Thus, until they joined 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. It currently has 14,500 students.

The Institutes of Medical Sciences, Applied Health Sciences, the Rowett Institute of Nutrition and the School of Dentistry join the University Medical School on the Foresterhill site and bringing together world-class medical scientists and clinicians in a fully integrated research facility. See www.abdn.ac.uk/ims/ and www.abdn.ac.uk/iahs/ . Research is embedded into the working of the medical genetics team and consultants are encouraged to support and lead local, national and international projects, and to participate in teaching of medical students.

The North of Scotland Regional Genetics Service

The North of Scotland Regional Genetics Service provides clinical genetics services for the population of the North of Scotland (Grampian, Highland, Orkney, Shetland and the Western Isles, population ~850,000). Clinical genetics clinics are provided daily in Aberdeen in the Clinical Genetics Centre at Ashgrove House on the Foresterhill Site, monthly at Raigmore hospital, Inverness, and annually in Shetland and Orkney. Genetic counselling staff based in Aberdeen and Inverness hold their own clinics / consultations daily. In Aberdeen, there are also multidisciplinary clinics in paediatric and adult cardiac genetics, cancer genetics, ophthalmic genetics, neurology, Huntington disease and differences of sexual development. Multidisciplinary meetings are run with the obstetric and neonatal teams, fertility service, neurologists, ophthalmologists, pathologists, endocrinologists and for tuberous sclerosis.

Genetics laboratory services in Scotland comprise the Scottish Strategic Network for Genomic Medicine (SSNGM) – Aberdeen, Dundee, Edinburgh, and Glasgow laboratories are commissioned and funded by National Services Division of NHS Scotland. The labs work together through SSNGM to provide a broad base of tests for the Scottish population. In addition to core routine analyses such as cystic fibrosis and fragile X mutation analyses and molecular pathology, Aberdeen provides national services for molecular diagnostic testing for disorders including familial arrhythmia, genetic susceptibility to breast cancer (BRCA1, 2, TP53), familial hypercholesterolaemia, HMSN and various paediatric disorders. A wide range of diagnostic genetic tests are available in Scotland through the Consortium, and there is a Scottish budget for send-away tests in laboratories outside Scotland. The clinical genetics team gate-keep this service on behalf of the Scottish NHS. Despite increasing pressures of test volume, turnaround times remain very good for local and many national services including developmental delay trio-exomes.

Tests performed within Scotland are automatically funded for patients who meet the test criteria. Tests not available in Scottish labs are procured from within the NHS as possible, with funding approval only needed for highest cost tests. SSNGM is bringing new opportunities for development of genomic services.

There is a strong commitment to clinical genetic research in the Department, with several ongoing projects relating to the special interests of the current staff. There are close working links for both teaching and research with various departments within the University of Aberdeen, and Robert Gordon University. There are opportunities to network with colleagues through the Scottish Clinical Genetics Forum.

Study, Training and Clinical Governance Issues

The team run an active programme of continuing professional development. The appointee will be expected to maintain his/her standards of knowledge in clinical practice. Funding for CPD is generous compared with other areas of the UK. It is expected that the appointee will register with the Continuing Professional Development Programme of the Royal College of Physicians and that he/she will prepare a Personal Development Plan in consultation with colleagues. The appointee will take part in consultant appraisal.

It is also expected that the appointee will be involved in audit and other clinical governance activities. Opportunities for collaborative research are extensive, from within the NHS and also from the University of Aberdeen and from Robert Gordon University.

The department hosts medical and genetic counselling students for placements. Training of registrars in clinical geneticists and pre-registration genetic counsellors are important roles of the department.

POST

Consultant in Clinical Genetics

This post will be part of the North of Scotland Regional Genetics service ~~services~~ and will be based in Aberdeen.

Description of Post

The post of Consultant in Clinical Genetics has arisen due to the forthcoming retirement of a long-serving colleague. The post is permanently funded, comprising 9 programmed activities, with 7.2 sessions for direct clinical care to include clinic preparation, documentation and travel. The additional 1.8 sessions of supporting programmed activities include teaching, research, appraisal, CPD and revalidation when relevant. Applicants who wish to work less than 9 programmed activities will be considered and the post is considered suitable for job-sharing. There is likely to be an opportunity to increase to 10 sessions if wished by the postholder.

- The doctor appointed will be competent over the full range of clinical genetics practice. Specialist interest(s) that complement those of the existing consultants will be encouraged.
- The appointee will work closely with colleagues in the Department of Medical Genetics including the laboratory, and with colleagues across specialties in the Royal Aberdeen Children's Hospital, Aberdeen Royal Infirmary, Aberdeen Maternity Hospital, Raigmore Hospital Inverness, and in Orkney and Shetland.
- Although based in Aberdeen, the North of Scotland Regional Genetics service provides clinical genetics services for patients and families throughout Grampian, Highland, Orkney, Shetland and the Western Isles. The postholder will be expected to provide clinics in Inverness on a visiting basis monthly, and possibly in Orkney or Shetland on an occasional basis.
- The postholder will be expected to liaise closely with laboratory scientists in Aberdeen and beyond.
- The Clinical Genetics Service does not operate any inpatient facilities, although admission of patients may be arranged in conjunction with consultant colleagues in other specialties if needed.

- The postholder will be expected to provide urgent clinical genetics advice for inpatients as required.
- There is a consultant out-of-hours telephone advice rota. The postholder will be expected to be available for telephone advice out of hours on a rotational basis arranged with colleagues in the Department of Medical Genetics.
- There are two higher training posts in Clinical Genetics in the department. The postholder will contribute to the training and supervise trainees. He/she will be expected to contribute to the teaching and examination of medical and other healthcare students, and clinical staff in training.
- The postholder will be able to participate in department decision making and the Scottish Clinical Genetics Forum.
- The postholder will liaise with the Service Clinical Director- Genetics, the Clinical Director of Laboratory Medicine, and other specialities or consultants as regards issues of joint concern. The postholder is managerially accountable to the Service Clinical Director- Genetics.
- The postholder would be encouraged to participate in university activities such as Admissions interviews, OSCE examining, becoming a Regent, and marking and/or supervising electives, as well as research.

Staffing

Department of Medical Genetics

Medical Staff

Dr M Blyth	Consultant Clinical Geneticist. Special interests: Paediatric genetics, medical education (0.6 WTE NHS / 0.3 WTE University / 0.1 WTE NES)
Professor Z Miedzybrodzka	Honorary Consultant Clinical Geneticist & Service Clinical Director. Special interests: genomics, Cancer Genetics, FH, Huntington's disease (0.5 WTE University / 0.5 WTE NHS)
Dr L Robertson	Consultant Clinical Geneticist. Special interests: General, cardiac genetics (0.7 WTE)
Dr A Ross	Consultant Clinical Geneticist. Special interests: Neurogenetics, ophthalmic, endocrine, DSD. (0.7 WTE)
Dr A Haridas	Specialty doctor 0.7 WTE
2 ST posts	ST3 and ST4 in post
Advertised	Consultant. 0.9 WTE- this post

Genetic Counselling staff

Aberdeen:

6.4 WTE Genetic counsellors
 0.8 WTE Family history nurse
 0.6 WTE Trainee genetic counsellor
 1 WTE Health care assistant
 2 WTE Research nurses for clinical trials
 Student Genetic counsellors on rotation

Inverness:

1 WTE Genetic counsellor
 0.6 WTE Band 6 Family history nurse

MODEL JOB PLAN FORMAT

Name: Consultant **Specialty:** Clinical Genetics

Principal Place of Work: Aberdeen Royal Infirmary

Contract: 9 Pas: **Indicative PA Split:** **DCC:** 7.2 **SPA:** 1.8 **EPAs (if applicable):**

Availability Supplement: Level 2

Premium Rate Payment Received: 3%

Managerially Accountable to: Service Clinical Director

Responsible for: Drs in training

a) Timetable of activities which have a specific location and time

DAY	AM	PM
Mon	Clinic preparation session	Non-working time (option for this to be changed by prior arrangement)
Tue	Clinic preparation session	General genetic clinic
Wed	Ward referrals, answering clinical questions, urgent referrals, supervising trainees and GCs	Ward referrals, answering clinical questions, urgent referrals, supervising trainees and GCs
Thurs	Genetics CPD and MDTs with clinical team, and with labs to discuss patient care	Consultant and management meetings, SPA
Fri	General genetic clinic	SPA

NB: The detailed Job Plan will be agreed with the successful candidate at the time of the appointment, taking account of the experience, skills and interests of the candidate and how they can best be used within the Consultant team.

NHS GRAMPIAN

CONSULTANT CLINICAL GENETICIST

REF – EG205285

CONDITIONS OF APPOINTMENT

1. The appointment will be made by the Board on the recommendation of an Advisory Appointments Committee, constituted in terms of the National Health Service (Appointment of Consultants) (Scotland) Regulations, 1993 - NHS Circular 1993 No 994 (S.140) which will include University representatives. Any person suitably qualified and experienced who is unable for personal reasons to work full-time, will be eligible to be considered for the post.
2. (a) The whole-time salary, exclusive of any distinction award, will be a starting salary of £107,144 - £142,369 progression of salary is related to experience. Appendix 8 of the contract sets out the code of conduct for private practice which applies to all interested parties. In general consultants will be free to undertake private practice as long as this is undertaken outwith the agreed job plan and employers are informed, in writing, of private commitments. While employers have discretion to allow some private practice to be undertaken alongside a consultant's NHS duties, such provisions of private service should not prejudice the interests of NHS patients or disrupt NHS services.

(b) Job plans must be agreed in association with the appropriate General Manager and Clinical Managers; for signature on behalf of the Chief Operating Officer. Changes will be discussed and agreed by these officers and yourself in line with Clinical Grouping service needs and changes in service requirements as well as at annual review.
3. The person appointed will be expected to take part in undergraduate and postgraduate teaching programmes. You will therefore be awarded appropriate Aberdeen University Honorary Status.
4. Consultants are expected to undertake research and development in their own field and to link with the University research areas.
5. Day to day arrangements for undertaking the specified duties of the post will be made in consultation with the Head of Service, other consultants in the department and with the Board.
6. The person appointed will have a continuing responsibility for the care of patients in his or her charge and will undertake the administrative duties associated with the care of his or her patients and an appropriate share in the running of the clinical department.
7. The person appointed will act as an adviser to the Board in Clinical Genetics.
8. The person appointed will be expected to undertake domiciliary consultations as may be required by the Board.
9. The person appointed will be expected to undertake advisory ("pastoral") visits to hospitals in the Area.
10. You may exceptionally be required to undertake duties at other hospitals in the Grampian Area or other Health Board areas and at hospitals in Orkney, Shetland and elsewhere for which service agreements would be arranged.
11. The person appointed may undertake the diagnosis and treatment of patients occupying accommodation made available under Sections 57(1), 57(2) and 58 of the National Health Service (Scotland) Act 1978 at the above hospitals insofar as the patients have not made private arrangements for such treatment.

12. The Board, in partnership with the BMA Local Negotiating Committee has a study leave policy for all Career Grade Medical and Dental staff Policy available on request from the Human Resources Department.
13. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.
14. The private residence of the person appointed should not normally be more than 10 miles by road from their principal place of work unless otherwise agreed locally. They must be contactable by phone.
15. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staff are however advised to ensure that they have defence cover for activities not covered by the Board's indemnity.
16. The officer appointed will be required to be registered on the General Medical Council's Specialist Register.
17. As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" NHS Grampian is required to:-

Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.

Protect patients against the risk of acquiring hepatitis B from an infected health care worker. Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-

 - Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
 - Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.
18. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health screening questionnaire and may/will subsequently be required to attend for health screening.
19. Termination of the appointment is subject to three months' notice on either side.
20. The Board is required to instigate a check to be made with the Disclosure Scotland Office for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

NOTES TO CANDIDATES

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

Further information can be obtained and an appointment to view the Department arranged by contacting Professor Z Miedzybrodzka, Service Clinical Director, or one of the other Consultants on 01224 552120.

Apply for this post by visiting www.medicaljobs.scot.nhs.uk and search for Ref No quoted above. Closing date 12 August 2025.

NHS Grampian has a process of induction for all newly appointed Consultants. You will have a local department induction and orientation led by your Head of Service. In addition we believe it important that you have an opportunity to meet with key personnel in NHS Grampian. This allows them to explain their role in the organisation and to discuss key information on the organisation and strategic planning processes we operate. We believe it important that all newly appointed Consultants even if they have previously worked in Grampian should have this opportunity once appointed to a Consultant post. Your Head of Service along with you will be responsible for ensuring this is undertaken. Heads of Service are supplied with the names of those you should meet.

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

Person Specification

	Essential	Desirable
Qualifications	Full GMC registration CCT in Clinical Genetics (or to achieve this within 6 months of interview date) or relevant equivalent qualification	MD or PhD in relevant subject
Personal attributes	Team worker Excellent communication skills Good management skills	
Clinical experience	Experience in clinical genetics appropriate to appointment at consultant level	Experience in a genetic sub-speciality complementary to existing skills within the department
Additional requirements	Fluent in spoken and written English appropriate to practice as a consultant clinical geneticist Good teaching skills	Experience of delivering effective teaching in genetics