



Job Title: Consultant Haematologist with specialist interests
in Malignant Haematology and Cellular Therapies

Location: Aberdeen Royal Infirmary

Ref No: SC221922

Closing Date: Sunday 28th September 2025

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NHS GRAMPPIAN
Consultant Haematologist with specialist interests in Malignant Haematology and Cellular Therapies

POST REF NO: SC221922

CLOSING DATE: Sunday 28th September 2025

1. JOB DESCRIPTION

This is a full-time post based in the Department of Haematology, Aberdeen Royal Infirmary, with a particular focus on adult malignant haematological disorders and cellular therapy.

2. GENERAL

ABERDEEN

NHS Grampian provides a haematology service for a population of 632,000. Aberdeen city, with a population of approximately 227,000, 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 past 30 years but retains much of its old-fashioned charm and character.

Aberdeen enjoys excellent communication services with other British cities. There are several flights per day to London (just over one hour to Heathrow) and direct international links to hubs in Amsterdam 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 several private gyms. The area is well served with excellent golf courses, including the 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 10,500 matriculated students. Medicine at the University of Aberdeen is ranked first in the Guardian League Tables 2024 and 2025.

The Institute of Medical Sciences, The Rowett Institute and the Institute of Applied Health Sciences are adjacent to the University Medical School on the Foresterhill site and bring together medical scientists and clinicians in a fully integrated research facility.

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 16,000 students study almost 100 full-time and part-time courses at undergraduate, post-experience and postgraduate levels. Laboratory sciences benefit greatly from the recruitment of high-quality Robert Gordon graduates in biomedical sciences.

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 GP inpatient facilities in community hospitals throughout the region, and Specialist Palliative Care facilities at Roxburghe House situated ten minutes' walk from the Infirmary.

Aberdeen Royal Infirmary, Foresterhill, with a complement of 940 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 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 is one of the four major trauma centres for Scotland. A new building for Haematology and Oncology outpatient and day treatment, the ANCHOR centre, is due to open in 2026 and is located next to the radiotherapy unit. This centre will also contain the new aseptic pharmacy suite.

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 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. The new Baird family hospital is due to open on the Foresterhill site in 2026.

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 some 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.

Dr Gray's Hospital, Elgin in the Moray District of Grampian has a bed complement of 205 with 60 surgical beds. 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 a 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 with PACS viewing stations throughout the hospital and linking to Aberdeen Royal Infirmary. The Spey unit provides day therapy, including bisphosphonates, blood transfusions, immunoglobulins and some chemotherapy regimens. The Spey unit is supported by the two hospital Macmillan nurses and a cancer pharmacist. 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 main Haematology service is part of the ANCHOR Unit (the Aberdeen and North Centre for Haematology, Oncology, and Radiotherapy) and is based in Aberdeen Royal Infirmary. The inpatient Haematology ward is located on the 7th floor of the Emergency Care Centre in Aberdeen Royal Infirmary. It comprises 23 single rooms, 8 of which have laminar air flow facilities for high-dose therapy and autologous stem cell transplantation. It is adjacent to the oncology ward and close to a medical high-dependency unit. The outpatient facility is located in ward 307, and the day treatments are performed in this ward and ward 310. Outpatient and day unit activity is due to move to the new ANCHOR centre in 2026, which is located at the East end of the Foresterhill site, close to the laboratories and the radiotherapy unit. The Maggie's centre for Grampian is situated close to this site and CLAN house is a short distance away.

The haematology laboratory is located at the East end of the Foresterhill site and is close to the genetics department, histopathology and other laboratories. Immunophenotyping services are based in the haematology laboratory. Blood transfusion is provided by the Scottish National Blood Transfusion service, which is located across the road from Aberdeen Royal Infirmary.

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

5. THE HAEMATOLOGY SERVICE

ANCHOR serves a stable population of 632,000 across the Grampian region 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 of haematological malignancies. The MDTs benefit from experienced haematology, haematopathology, radiology and genetics input.

The haematology unit has approximately 115 new lymphoma cases, 22 new Hodgkin lymphoma cases and 64 new myeloma cases per year. There has been a progressive increase in the number of patients accessing the department, in part arising from the availability and success of new therapies. There has been recent expansion in consultant numbers to help to meet this demand. It is anticipated that the successful applicant will focus on haematological malignancies, with a specialist interest in cellular therapies.

The haematology medical team comprises 12 consultants in total, with 7 consultants being involved with the adult malignant haematology service (including this post) and a further consultant being involved with adult acute lymphoblastic leukaemia, as well as specialising in paediatric

haematology. The haematology team also has 2 specialty doctors and 5 specialist registrars. The inpatient ward is covered by a team of 7 junior medical trainees (FY1+2, CT, Clinical Fellow). They work a combined, full-shift rota with oncology trainees/Clinical Fellows. The ward now operates a consultant attending system, which is operated by and shared with both malignant and non-malignant consultants. The ward and day units are supported by 3 Physician Associates and 3 Advanced Nurse Practitioners. There is an experienced haematology pharmacy team, who cover both inpatient and outpatient services.

There is a busy day unit, with elective review of patients undergoing chemotherapy, bone marrow lists 4 days per week, lumbar punctures and non-malignant haematology. The day unit is led by one of the Specialist Registrars, and the bone marrow lists are performed mainly by ANPs and Physician Associates. The outpatient and day unit service will benefit greatly from the move to the new ANCHOR centre, which is near completion. This unit will be shared with oncology, and will contain 20 consultation rooms on the ground floor, a day treatment area on the first floor, as well as several procedure rooms. The centre will also contain the main pharmacy aseptic unit for Aberdeen Royal Infirmary and the haematology and oncology clinical research teams.

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

A general haematology service is offered across the North East, Orkney and Shetland, involving advice on management for medical, surgical, obstetric patients. Within the department, all aspects of haematology are practised, with the exception of allogeneic stem cell transplantation, which is performed at the Queen Elizabeth University Hospital in Glasgow. The Haematology unit in Aberdeen performs around 30 autologous stem cell transplants per year and is JACIE accredited. Treatment with CAR T cells started in 2024. Clinical apheresis is carried out in the Scottish National Blood Transfusion centre, which is linked to Aberdeen Royal Infirmary. Stem cells are processed and stored in Edinburgh and are returned just prior to reinfusion. In addition to patients from Grampian, patients from Highland are also treated with cellular therapies. There is a weekly transplant and cellular therapy meeting between all staff involved.

A commitment to research is integral to the working of the Haematology Department and Aberdeen is closely linked with the NCRI. The Haematology unit has an active trials portfolio across the spectrum of haematological malignancies as well as some non-malignant studies, with a mixture of commercial and non-commercial studies. The research programme is supported by a team of research nurses and a data manager. The successful candidate will be encouraged to take a lead in a disease entity and open trials.

The hospital is well supported by an active radiology department, with access to CT, MRI and CT-PET imaging. Cardiac MRI for cardiac amyloid has been introduced recently.

The malignant haematology service has a formal weekly MDT, attended by representatives from haematology, histopathology, and genetics as well as a weekly radiology MDT, which is attended by the clinical oncologists specialising in haematological malignancies, and weekly morphology and pathology meetings. There is an active educational programme, with a haematology journal club held each week and a 'Blood Club' meeting three times per year. This is attended by staff from both Aberdeen and Dundee.

Accommodation for patients (for example from Moray or the Islands receiving radiotherapy) is currently provided at CLAN Haven, a short distance from Foresterhill. There is dedicated clinical psychologist support for ANCHOR. In addition, 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

Dr Stephanie Bruce (general & laboratory haematology, haemostasis & thrombosis)
Dr Dominic Culligan (malignant haematology)
Dr Michelle Harrison (malignant haematology)
Dr Mohammed Khan (haemostasis & thrombosis, general haematology)
Dr Alastair Lawrie (malignant haematology)
Dr Gavin Preston (malignant haematology)
Dr Manmeet Randhwa (malignant and general haematology)
Dr Beverley Robertson (Laboratory Service Director, haemoglobinopathies, general haematology)
Dr Stephanie Stone (malignant haematology)
Dr Gordon Taylor (ALL, paediatric haematology, laboratory haematology)
Dr Paraskevi Untiveros (haemostasis & thrombosis, general haematology)
Professor Mark Vickers (Haematology Service Clinical Director, Blood Transfusion, limited malignant support)
Current post vacant

▪ **Specialty doctors**

Dr Mariella Lamacchia
Dr Clare Webb

Junior Medical Staff

5 Specialist Registrars in Haematology
1 Specialty Trainee on rotation (CT level)
3 Foundation Year 2s (FY2s)
2 Foundation Year 1s (FY1s)
1 Clinical Fellow post

Physician associates

3 Physician Associates

7. TEACHING

All Consultant staff contribute to the undergraduate teaching programme for University of Aberdeen medical students, which ranges from years 1 to 5, as well as contributing to general medical postgraduate teaching sessions. Consultants work closely with the SpRs in Haematology, allowing trainees more direct supervision with consultants than may occur in larger centres. All of 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 & 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 one of the most active clinical trials centres for haematology in the UK. Commercial clinical trials are facilitated by the Medicines Assessment Research Unit (MARU), a 'one stop shop' that handles all contract negotiations. MARU is part of the Research and Development (R&D) Department, which supports and facilitates research within NHS Grampian. The research portfolio is divided into a number of Programmes, each with one or two leaders who encourage & facilitate research projects in conjunction with the R&D staff. There is close

cooperation between the NHS R&D department and counterparts in Aberdeen & Robert Gordon Universities.

The haematology team currently have 14 trials open across the spectrum of malignant haematology, including UK NCRI trials FLAIR, Myeloma XIV (Fitness) and Myeloma XV (Radar). The department is also active in general haematology and haemostasis clinical trials, including recent participation in Mentor 6 (rXIII), the FLIGHT study (ITP), Majic (PRV) and ongoing involvement in the UK TTP registry.

Professor Mark Vickers runs a laboratory team with current research interests in macrophage function, sickle cell disease, and cancer treatments. Opportunities exist for collaboration with colleagues in the Institute of Medical Sciences in several areas of translational research.

In order to minimise delays in the start-up of clinical trials, there are now two Grampian Research Ethics Committees, which sit monthly.

All senior medical staff enjoy honorary senior lecturer status within the University of Aberdeen Department of Medicine and Therapeutics, with the benefits of access to the nearby Medical School Library and all its facilities.

9. AUDIT

In line with QIS directives, prospective audits for a large number of cancers are ongoing, including lymphoma and leukaemia. The audits are supported by 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

The successful applicant will play a key role within the department of Haematology in NHS Grampian. They will be expected to develop a specialist interest in one of the main haematological malignancies, and will work closely with Drs Culligan, Harrison, Lawrie, Preston and Stone. This will include supporting the cellular therapy service and, in particular, the delivery of CAR-T therapy. The successful applicant will also be involved in covering their own inpatients, with cross-cover from the rest of the haematology team. In addition, the successful applicant will be involved in providing a laboratory haematology service and will work closely with Dr Beverley Robertson (Laboratory Service Clinical Director). There is office accommodation, which may have to be shared, and secretarial support for this post. The ANCHOR unit also have an administrative support team.

The successful applicant will be engaged in training, teaching and educational activities at under- and post-graduate levels within the unit.

Sample job plan – Consultant Haematologist with specialist interests in Malignant Haematology and Cellular Therapies

(For the period 1st April 20XX to 31st March 20XX)

Name:..... Specialty: Haematology

Principal Place of Work: Aberdeen Royal Infirmary

Contract: Less than Full Time

Programmed Activities: 10 Indicative PA Split: DCC 8 SPA 2 EPAs (if applicable): 0

Availability Supplement: Level 1

Premium Rate Payment Received: 5%

Managerially Accountable to: Professor Mark Vickers, Service Clinical Director for Haematology

Responsible for: provision of comprehensive clinical and laboratory service for haematology

a) **Timetable of activities that have a specific location and time**

Day	Location	Type of Work
Monday 08.30 – 09.30 09.30 – 13.30	ARI	Clinic preparation, eVetting Malignant haematology clinic
Tuesday 08.00 – 09.00 09.00 – 09.30 09.30 – 13.30 13.30 – 16.00 16.00 – 17.00 16.00 – 17.00 17.30 – 18.00	ARI	Haematology journal club Transplant meeting Malignant Haematology clinic Laboratory session Educational supervision, SPA time Clinical governance (once monthly) Scottish National CAR-T meeting
Wednesday 08.30 – 09.30 09.30 – 11.30 11.30 – 13.00 13.00 – 14.00 14.00 – 18.00	ARI	Radiology MDT Clinical trials Clinic preparation, eVetting Research & audit Malignant haematology clinic
Thursday 08.30 – 09.30 09.30 – 11.00 11.00 – 12.30 12.30 – 14.00 14.00 – 15.00 15.00 – 16.30 17.00 – 18.00	ARI	Morphology meeting Teaching & training, educational supervision Clinical administration SPA time including appraisal Referrals, eVetting Haematology MDT & CPC Senior staff meeting (once monthly)
Friday 09.30 – 13.30 11.30 – 13.30	ARI	Cellular therapy planning SPA time

14.30 – 15.30		Haematology handover
15.30 – 17.00		Referrals, eVetting
Saturday 09.00 – 15.00	ARI	On call ward round, referrals and laboratory work
Sunday	ARI	On call advice (1 in 8 with prospective cover)
TOTALS		Hours
		Sessions

Consultants participate in a ward attending rota. On attending weeks there is only one afternoon clinic to permit morning ward rounds.

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. Sessional time will be allocated to support personal appraisal, revalidation and continuing professional development.

Subspecialisations: malignant haematology and general haematology

Hours 40: DCC 8 & SPA 2

It is anticipated that the workload of this post will be within ACP guidelines, with SPA allocation for teaching and research commitments.

On call is 24 hour cover for 1 in 8 weekdays and weekends

The line manager for this post is the Service Clinical Director in Haematology.

Secretarial support and suitable office accommodation will be provided.

Managed Clinical Networks are being developed for the delivery of Cancer Services, in line with the recommendations of the recently published Scottish Cancer Plan. There is a Lead Cancer Manager for the North of Scotland Cancer Network, which includes Highland and Tayside as well as Grampian. Several of the site specialist multidisciplinary teams, have already developed regional or national protocols for cancer management.

This job description serves to indicate the range of duties of the post but is not intended to be exhaustive.

NHS GRAMPIAN

Consultant Haematologist with specialist interests in Malignant Haematology and Cellular Therapies

REF SC221922

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 £111,430 - £148,064 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. As a teaching hospital, the postholder will be expected to engage in undergraduate and postgraduate teaching and learning activities, and also support both quality improvement and research within the service and wider organisation.
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 Haematology.
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 PVG (Protecting Vulnerable Groups) Scheme Check, to be made with Disclosure Scotland, for any convictions recorded before an offer of appointment can be made ([Rehabilitation of Offenders Act 1974 \(Exclusions and Exceptions\) \(Scotland\) Amendment Order 2015](#))

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 Mark Vickers.

Mr P Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Dr H Bishop
Medical Director
NHS Grampian
3rd Floor West Wing, Ashgrove House
ARI Site

Contact: Ann-Marie Park
Personal Assistant
Direct Line: 01224 553734

Lauren Yule
Personal Assistant
Direct Line: 01224 554299

Apply for this post by visiting apply.jobs.scot.nhs.uk and search for Ref No quoted above. Closing date: Sunday 29th September 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 no 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
CONSULTANT HAEMATOLOGIST WITH SPECIALIST INTERESTS IN MALIGNANT
HAEMATOLOGY AND CELLULAR THERAPIES
PERSON SPECIFICATION**

	ESSENTIAL	DESIRABLE
Qualifications	MBBS or equivalent MRCP or equivalent FRCPath in Haematology or equivalent CCST/CCT in Haematology or within 6 months of CCT	MD or PhD Evidence of research activity
Experience	Those trained in the UK should have evidence of higher specialist training leading to CCT; or be within 6 months of confirmed CCT from date of interview; or have specialist registration through CESR. Involvement in managing patients in clinical trials Minimum of 3 months experience in cellular therapy	Evidence of development of a specialist interest
Ability	Comprehensive knowledge of clinical and laboratory haematology Ability to perform as an independent clinical consultant	
Motivation	Self-motivated, ambitious	
Personality	Good communication skills, "Team player" flexible.	Outgoing, able to enhance team morale/achievements
Audit	Completed relevant clinical audits	Prior audit experience
Teaching	Well-developed teaching skills Enthusiasm for, and experience in teaching at undergraduate or post graduate level	Knowledge of postgraduate training structure and practice
Research	Experience of recruitment to and treatment within clinical trials. Evidence of current GCP training.	Publications in peer reviewed journals Present research activity or plans
Management	Adept at running a busy clinical practice. Knowledge of structures in the NHS.	
Others	Full registration with a licence to practise with the GMC is required. (licence to practise must be in place prior to starting in post). For more information visit www.gmc-uk.org	UK, EEA National or have verifiable permission to work in the UK