



Job Title: Consultant Clinical Oncologist with a special
Interest in Neuro-oncology
Location: Aberdeen Royal Infirmary
Ref No: SC231313
Closing Date: Sunday 8th March 2026

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Join a Leading Oncology Team in a Beautiful Coastal City

NHS Grampian is seeking a dedicated Consultant Clinical Oncologist with a specialist interest in Neuro-Oncology to join our integrated Oncology Department at Aberdeen Royal Infirmary. This is a unique opportunity to work in a forward-thinking, research-active environment, delivering high-quality care to a diverse population across the entire North of Scotland, including the Highlands and the Orkney and Shetland Isles.

Department Highlights

- Integrated Clinical and Medical Oncology services with shared inpatient beds, clinics, and junior staff.
- The Aberdeen and North Centre for Haematology, Oncology and Radiotherapy – A purpose built, multi-million pound Centre opening in 2026, housing outpatient clinics, ambulatory therapies, and research facilities.
- Advanced radiotherapy technology including 2 Varian Ethos and 2 TrueBeam linear accelerators, HDR brachytherapy, and a comprehensive SABR programme.
- Strong links with the University of Aberdeen and Robert Gordon University, offering academic collaboration and honorary lecturer status.

Your Role

- Lead and support the management of patients with central nervous system (CNS) tumours.
- Collaborate with a multidisciplinary team including experienced Clinical and Medical Oncologists, including providing remote care for patients across the North of Scotland.
- Contribute to clinical trials and translational research, supported by a dedicated research team.
- Participate in undergraduate and postgraduate teaching, with opportunities for educational leadership.
- Engage in audit, service development, and strategic planning within the department.
- Flexibility with tumour sites will be considered to suit individuals and the service

Why Choose Aberdeen?

- A vibrant university city known as the Silver City, offering a high quality of life.
- Excellent transport links to London, Amsterdam, Dublin, and Copenhagen.
- Outstanding schools, including international and private options.

- Rich cultural life with theatres, galleries, and museums.
- Access to stunning natural landscapes, beaches, and golf courses.

Research & Innovation

- Over 40 active clinical trials.
- Collaboration with the Scottish Cancer Research Network (SCRN) and NCRI.
- Support from the Medicines Assessment Research Unit (MARU) for commercial trials.
- A PET centre with cyclotron and CT-PET scanner adjacent to the radiotherapy department.

Teaching & Education

- Active involvement in teaching medical students across all years.
- Close supervision of oncology trainees with opportunities to become an educational supervisor.
- Access to trainer development courses and support from the Deanery and Royal Colleges.

Department Staff

Consultants

Medical Oncology

Dr Trevor McGoldrick (Gynae and Sarcoma)

Dr Gordon Urquhart (GU, Melanoma and Breast)

Dr Gillian Price (Lung, Melanoma and UGI)

Dr Victoria Murdock (Breast and Lung)

Clinical Oncology

This post (Neuro-Oncology)

Dr Ann-Maree Kennedy (Breast and Gynae, Sarcoma)

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 (Upper GI and Lower GI)

Dr Adnan Shaukat (SABR, HPB, GI and endocrine malignancies)

Dr Kirsten Laws (Head and Neck and Haematological malignancies)

Dr Andrew Duncan (Lung and Breast)

Professor Leslie Samuel (Lower GI)

Professor Anne Kiltie (Bladder)

Resident Doctors

4 Specialist Registrar in Clinical Oncology

5 Specialist Registrar in Medical Oncology

2 Clinical Fellow (ST) Doctors

5 Foundation Doctors (FY1/2s)

2 Internal Medical Trainee (IMT)

What We're Looking For

Essential:

- FRCR or equivalent.
- CCT in Clinical Oncology or equivalent.
- Broad oncology experience and clinical trial involvement.
- Excellent communication and teamwork skills.

Desirable:

- Post-CCT experience in neuro-oncology.
- Higher degree and publications.
- Experience as principal/co-investigator in trials.

A detailed person specification is attached along with a sample job plan

Interested?

We encourage informal visits and discussions. Please contact:

Dr Graham Wilson, Clinical Director

Email: graham.wilson3@nhs.scot | Phone: 01224 553394

Dr Rafael Moleron, Portfolio Medical Director

Email: rafael.moleron@nhs.scot

MODEL JOB PLAN FORMAT

Name: Consultant Clinical Oncologist **Specialty:** Neuro-Oncology

Principal Place of Work: Aberdeen Royal Infirmary.....

Contract: Whole Time / ~~Part Time~~ / ~~Honorary~~

Programmed Activities: 10 **PA Split:** DCC 8 SPA 2 EPAs (if applicable): By negotiation

Availability Supplement: ~~None~~ / Level1 / Level2

Premium Rate Payment Received: 5 %

Managerially Accountable to: Dr Graham Wilson- Unit Clinical Director for Clinical Support Services 3

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

Sample Job Plan

DAY	Hospital	TYPE OF WORK
Monday From / To 0830-0900 0900-1100 1100-1200 1230-1330 1330-1700	Aberdeen Royal Infirmary	 SACT prescribing Ward round/Simulator Admin Departmental Educational Meeting Clinic
Tuesday From / To 0830-09.00 0900-1100 1130-1330 1330-1700	Aberdeen Royal Infirmary	 SACT prescribing Simulator Radiotherapy contouring/planning Clinic

Wednesday From / To 0830-0900 0900-1100 1130-1400 1400-1600 1600-1700	Aberdeen Royal Infirmary	SACT prescribing CPD/ Research Radiotherapy contouring/planning CPD/ Research Consultant Meetings-Clinical Governance 1 st week of month Senior Staff Meeting 3 rd week of month Educational Meeting 4 th week of month CPD/R&D 2 nd and 5 th week of months
Thursday From / To 0830-0900 0900-1030 1030-1230 1300-1700	Aberdeen Royal Infirmary	SACT prescribing Neuro MDT Neuro Clinic Neuro Clinic
Friday From / To 0830-0900 0900-1000 1000-1200 1230-1400 1400-1500 1500-1700	Aberdeen Royal Infirmary	SACT prescribing Ward round Appraisal/Audit/trainee clinical supervision Radiotherapy contouring/Simulator Radiotherapy Peer Review Meeting Admin
Saturday		1:15 rota – (Monday to Sunday inclusive)
Sunday		1:15 rota

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

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 IN CLINICAL ONCOLOGY
PERSON SPECIFICATION FORM**

	ESSENTIAL	DESIRABLE
Qualifications	FRCR or equivalent CCT Clinical Oncology or CESR / CESR (CP) or within 6 months of CCT at time of interview.	Higher degree
Experience	Broad experience in the management of all cancers. Design, initiation, and running of cancer clinical trials	Post CCT (or equivalent) experience in management of neuro-oncology
Ability	Comprehensive knowledge of general oncology Well-developed teaching skills	
Motivation	Self-motivated, ambitious	
Personality	Good communication skills "Team player", flexible.	Outgoing, able to enhance team morale/achievements
Audit	Understanding of the audit loop, its strengths and limitations	Prior audit experience & publications
Research	Experience of recruitment to and treatment within clinical trials Publications in peer reviewed journals	Experience as a principal or co-investigator in a clinical trial
Management	Adept at running a busy clinical practice.	Able to deal with difficult choices.

	Understanding of corporate issues.	
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 settled or pre-settled status or have verifiable permission to work in the UK

NHS GRAMPIAN

Consultant Clinical Oncologist - Neuro-Oncology

REF SC231313

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 £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 Neuro-Oncology.
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 Dr G Wilson, Unit Clinical Director, by telephone 01224 553394 or via email at graham.wilson3@nhs.scot or Dr R Moleron, Portfolio Medical Director, via email at rafael.moleron@nhs.scot

Mr P Bachoo
Medical Director – Acute Services
NHS Grampian
3rd Floor West Wing, Ashgrove House
House
ARI Site
Contact: Ann-Marie Park
Personal Assistant
Direct Line: 01224 553734

Dr H Bishop
Medical Director
NHS Grampian
3rd Floor West Wing, Ashgrove
House
ARI Site
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 8th March 2026

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 not 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**