



**Job Title:** Consultant Neurosurgeon  
**Location:** Aberdeen Royal Infirmary  
**Ref No:** SC238989  
**Closing Date:** Sunday 19th April 2026

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## **NHS GRAMPIAN - JOB DESCRIPTION**

### **CONSULTANT NEUROSURGEON WITHIN THE NEUROSURGERY TEAM (8 P.A's) – REF: SC238989**

#### **GENERAL**

#### **ABERDEEN**

With a population of approximately 250,000, 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 is set in an area of outstanding natural beauty. The coastline has rugged cliffs and beaches. The Cairngorm Mountains are an hour's drive away and Royal Deeside is on the doorstep. The Highlands and Islands are easily accessible.

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.

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.

To find out more about Aberdeen, visit the Website at <http://www.aberdeen.net.uk/>

#### **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. 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 and currently has 11,500 matriculated students.

The Institute of Medical Sciences is adjacent to the University Medical School on the Foresterhill site and brings together medical scientists and clinicians in a fully integrated research facility.

<http://www.abdn.ac.uk/>

#### **ROBERT GORDON UNIVERSITY**

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

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

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

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

## 1 DESCRIPTION OF HOSPITALS

The Neurosciences Department serves the North of Scotland which encompasses

- The Grampian region
- The Highlands
- 3 Islands – Shetland, Orkney, Skye

Most of the Region's services are located on one site, which incorporates Aberdeen Royal Infirmary, the Emergency Care Centre, Royal Aberdeen Children's Hospital, Aberdeen Maternity Hospital, Woodend Hospital, Dr Gray's Hospital in Elgin and the Palliative care centre at Roxburgh House in Aberdeen. The Baird Family Hospital is currently being built to replace the existing Aberdeen Maternity Hospital, and The Anchor Centre is currently being built to house the Oncology, Haematology and Radiotherapy services.

**Aberdeen Royal Infirmary** is situated to the north-west of Aberdeen city. It is a teaching hospital and the Medical School of the University of Aberdeen is on site. 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, Infectious Diseases, Neurology, Diabetes & Endocrinology Haematology, Nephrology, Oncology, Dermatology, Blood Transfusion, Rheumatology and Geriatrics), General Surgery and allied specialities (Cardiothoracic, Vascular, Orthopaedics, Neurosurgery, Plastics, Dental, ENT, Hyperbaric Medicine, Ophthalmology), ITU, A & E, Radiotherapy and Anaesthetics.

Aberdeen Royal Infirmary is also a major tertiary referral centre for the North and North East of Scotland for a number of specialities.

**Woodend Hospital** is situated one mile west of Aberdeen Royal Infirmary and includes the provision of elective orthopaedic surgery, geriatric medicine, the Neuro-rehabilitation unit and the Stroke rehabilitation unit.

## 2. THE NEUROSCIENCES DEPARTMENT

The Neurosciences Department includes Neurosurgery, Neurology, Neuropsychology, Neurophysiology and Neuroradiology.

The Neurosurgery Ward 205 and Neurology Ward 204 are on the same floor.

Clinical Neurophysiology is provided by a Consultant Neurophysiologist and a team of technicians, also the same floor.

The Neuropsychology service is based in the Neurosciences ward and is staffed by 2 Consultant Neuropsychologists.

The Neuro-rehabilitation unit is at Woodend Hospital.

The Neurosurgery service has 5 Specialist Registrars, a Physician Associate, Foundation Year doctors-in-training, and Clinical Fellows to support the service.

## 3. NATIONAL MANAGED SERVICE NETWORK

The Department of Neurosurgery in Aberdeen is one of four Scottish Neurosurgical centres who are now part of a national managed service network (MSN). Formed in 2009, the MSN is an innovative model, the first of its kind in Scotland. Building on the fundamental principles of Managed Clinical Networks and extending these across the whole service, it aims to ensure that Neurosurgical services in Scotland are equitable and consistent in terms of access and quality. The MSN is responsible for ensuring a national approach to the development of services, for the

development, implementation and assessment of nationally agreed service standards and care pathways, and for the promotion of nationally coordinated research and development. Good quality, consistent data are fundamental to progress in these areas.

The MSN offers enormous opportunity for the pursuit of specialist interest(s) within the Scotland-wide context provided by the Network. In addition to taking a full share of the general Neurosurgical workload in Aberdeen and developing and strengthening services locally, the post holder will be encouraged to take an active role in working within the MSN to develop Specialist services within a national perspective.

The MSN structure is headed by a Network Board and supported by an operational management group which is chaired by the National Clinical Director.

#### **4. DESCRIPTION OF POST**

The post will be full-time and it is expected that the candidate will share in the work and any developments of the unit.

The duties of this post will be undertaken mainly at Aberdeen Royal Infirmary.

The Department of Neurosurgery provides a full service in the field of Neurosurgery for both in-patients and out-patients for the following NHS Boards:

- NHS Grampian - Aberdeen Royal Infirmary  
Royal Aberdeen Children's Hospital  
Dr Gray's Hospital, Elgin
- NHS Highland - Raigmore Hospital, Inverness  
Caithness General Hospital, Wick  
Belford Hospital, Fort William  
Broadford Hospital, Isle of Skye
- NHS Orkney - Balfour Hospital, Orkney
- NHS Shetland - Gilbert Bain Hospital, Shetland

There are 5 substantive Consultant posts within the Department, and the Consultants work a 1:5 rota on-call. Consultants are expected to deal with both Adult and Paediatric emergencies.

#### **5. CLINICAL FACILITIES**

There are 17 beds in the Neurosurgery ward, 6 of those are housed in the Close Observations Unit within the ward.

There is one dedicated Neuro-Theatre and it has the full range of standard equipment including microscope, ultrasound, endoscopy, Stealth Station and Brain Lab.

Paediatric Neurosurgery is carried out in an appropriately equipped theatre in Royal Aberdeen Children's Hospital (RACH). There is a bridge that connects Aberdeen Royal Infirmary to RACH.

Radiology includes CT, MRI, Angiography, PET etc.

Intensive care is provided in the General ICU where patients are under the joint care of Intensive Care Unit Consultants and Neurosurgeons.

## **6. RESEARCH AND DEVELOPMENT**

NHS Grampian aim to maintain the tradition of clinical excellence and to encourage clinical staff to work in an environment where people are looking to innovate and are aware of, and contribute to, developments within their specialties and are excited by the prospect of involvement in the exchange of ideas within the national and international research community.

NHS Grampian Research and Development Strategy has been developed to prioritise and stimulate research and development within the hospital's fields of interest, complementing the research strategies of the Universities and Research Institutes in the area.

The Research and Development Directorate exists to support and facilitate research within NHS Grampian.

## **7. TEACHING**

The unit undertakes the teaching of undergraduate medical students and student physician associates. Most of the lectures are given to the co-ordinated 6 week course in neurology/neurosurgery but throughout the academic year medical students attend the ward for clinical teaching. There are lectures to medical students, nurses and the paramedical services. The unit participates in the postgraduate training programmes for other specialties also.

## **8. MDT'S**

There are 3 Multi-Disciplinary (MDT) Meetings per week:

- Joint Aberdeen-Edinburgh Neuro-Vascular MDT
- Regional North of Scotland Spinal MDT
- Neuro-Oncology MDT

There are also Specialist MDT's – Regional Skull Base MDT, Joint Aberdeen-Edinburgh Paediatric Neuro-Oncology Group Meeting.

## **9. OUT-PATIENT CLINICS**

There are 2 out-patient clinics in Aberdeen Royal Infirmary per Consultant, per week.

The post holder will be required to conduct a minimum of one clinic per week.

There are also Specialist Clinics - Skull Base Clinics, Joint Aberdeen-Glasgow Paediatric Neurosurgery Clinics

## **10. MORBIDITY & MORTALITY MEETINGS**

There is an M&M meeting every 2 months with robust discussion and engagement of other Specialities.

## **11. MAJOR TRAUMA CENTRE**

We are a Major Trauma Centre (MTC) for the North of Scotland. Neurosurgery is actively engaged in managing poly-trauma patients with head or spinal injuries. There is a robust MTC Clinical Governance Meeting every month chaired by the MTC Leads from ED or ICU.

## **11. AUDIT**

There is a quarterly audit meeting, and the audits are discussed at the end of the M&M meetings.

## **12. MANAGEMENT**

The Consultant Neurosurgeon will be responsible to the Lead Clinician for Neurosurgery.

## **10. POST OUTLINE**

The post holder will be required to undertake a share of the following workloads;

General Neurosurgery in clinic, operating theatre, ward, HDU, ICU

Paediatric emergency work

Spinal instrumentation

**CONSULTANT NEUROSURGEON**

**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 Neurosurgery.
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 Kathleen Ferguson.

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

Dr H Bishop  
Medical Director  
NHS Grampian  
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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](http://apply.jobs.scot.nhs.uk) and search for Ref No quoted above. Closing date: Sunday 19<sup>th</sup> April 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 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**

**MODEL JOB PLAN FORMAT**

**Name: Consultant**

**Specialty: Neurosurgery**

**Principal Place of Work: Aberdeen Royal Infirmary (ARI)**

**Contract: Locum**

**Programmed Activities: DPA's: 6 SPA's: 2 EPAs:**

**Availability Supplement: Level 1**

**Premium Rate Payment Received: 8 %**

**Managerially Accountable to: Mr Sean Berryman, Unit Operational Manager and Mr Kapil Kumar, Consultant Orthopaedic surgeon and Unit Clinical Director.**

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

<b>DAY</b>	<b>HOSPITAL/ LOCATION</b>	<b>TYPE OF WORK</b>
<b>Monday</b> <b>From / To</b> 08.00 – 0900 0900 – 1200 1300 - 1800	Ward 205 ARI Clinic C Ward 205, ARI	Handover Meeting Out-Patient Clinic Admin/Teaching/Ward work
<b>Tuesday</b> <b>From / To</b> 0800 – 0900 0900 - 1200 1300 – 1400 1400 - 1800	Ward 205 ARI Ward 205, ARI Clinic C ARI Ward 205, ARI	Handover Meeting Admin/Teaching/Ward work MSK Spinal Triage – Woodend Hospital
<b>Wednesday</b> <b>From / To</b> 0800 – 0900 0900 – 1700	Ward 205 ARI Neuro- Theatre	Handover Meeting Theatre (every other week)
<b>Thursday</b> <b>From / To</b> 0800 – 0900 0900 - 1000 1000 – 1300 1400 – 1700	Ward 205 ARI Clinic C ARI Ward 205, ARI	Spinal MDT Meeting Neuro-Vascular MDT Admin/Teaching/Ward work
<b>Friday</b> <b>From / To</b>		One day off per week
<b>Saturday</b> <b>From / To</b>	On call 1 :5	
<b>Sunday</b> <b>From / To</b>	On call 1:5	

**NHS GRAMPIAN**  
**Person Specification Form**

**CONSULTANT NEUROSURGEON**

	REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>A</b>	<b>Qualifications</b>	MBBS or equivalent. 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 <a href="http://www.gmc-uk.org">www.gmc-uk.org</a> Certificate of Completion of Specialist Training (CCT) / Certificate of Eligibility for Specialist Registration (CESR)/Portfolio Pathway or within 6 months of CCT at the time of the interview	Higher degree
<b>B</b>	<b>Experience</b>	Basic surgical training Sufficient experience to be able to provide an on-call service for emergencies and to deal with most general elective neurosurgery	Fellowship in Spine and Paediatrics, Research Experience in Oncology
<b>C</b>	<b>Ability</b> <i>Knowledge</i>  <i>Clinical Skills and Technical Skills</i>	Knowledge of Neurosurgery and allied specialities  Competence and self-reliance in operative neurosurgery and well developed diagnostic skills	Knowledge of one or more neurosurgical subspecialties.  Competence in one area of subspecialisation
<b>D</b>	<b>Motivation</b>	Self-motivating and enthusiastic.	Able to motivate others.
<b>E</b>	<b>Personality</b>	Good communicator. Able to establish good relationship with colleagues and able to work within a team. Not a maverick. Respect to other members of the clinical team – Anaesthetists, Nurses, Radiologists, Radiographers etc	Able to take responsibility.
<b>F</b>	<b>Audit</b>	Evidence of clinical audit	Willingness to develop and engage with clinical audit in this department
<b>G</b>	<b>Research</b>	Evidence of publications.	Postgraduate Degree. Enthusiasm to continue research.
<b>H</b>	<b>Management Ability</b>	Good management of workload, doctors-in-training and on-call work Engagement in Clinical Governance, M&M and hospital committees Understanding of the importance of local and national priorities in the NHS	Has attended a management course.
<b>I</b>	<b>Other requirements</b>	A desire to work in the North of Scotland and serve its people	An intention to make a long term commitment to this post.